



Reading Rowing Club

Job description

Position: Director of Rowing

Reports to: Club Captain - to implement the Club's long term objectives and strategy as agreed with the Strategy group.

Job Purpose

To lead and raise the standard and quality of coaching and rowing at RRC to contribute to the overall growth and development of the Club. Working with the relevant Officers of the Club to enable all squads and individuals to reach their fullest potential and assist in creating an environment of inclusiveness. This includes the development of rowers, coxes and coaches while valuing the contribution of all involved.

Key Responsibilities

- Manage and develop all coaches at the club to help develop the skills of the total coaching team.
- Establish and agree with the coaching team a standard rowing technique for RRC to help improve the consistency of coaching.
- Ensure that the relevant coaching resource is in place for each of the relevant squads
- Provide direction, leadership and support for the coaching team across the Club
- Work with the relevant Vice Captain's (VCs) on the expectations and aspirations of each of the squads taking into consideration the commitment and desire to compete in appropriate events
- Develop squad training plans and programmes according to their need. In all cases reviewing and supporting the programme development
- Assist in crew selection with the VC's and relevant coaches in each squad to ensure that crews who wish to race may compete effectively.
- Provide coaching input for all squads as required in consultation with the relevant VC's and squad coaches.
- In conjunction with VC's participate in the planning of any camps ensuring adequate coaching resource is available and providing coaching if required
- In consultation with Captain and all VCs plan weekly training to make best use of club coaching resources and equipment to maximise the number of people able to row and train.
- Deliver water based training sessions through the use of a rota system over the weekends across all squads in conjunction with VC's and squad coaches to satisfy coaching requirements
- Ensure adequate coach cover is in place at the Club if supporting events and races away from the Club

- Manage hours and duties of paid coaches ensuring all coaches are registered with British Rowing and responsible for checking approvals of non qualified coaches
- in the event that river conditions cause limitations to water based training plan for and deliver weekend land based training.
- Oversee any weekday camps, courses or additional sessions to help generate revenue for the Club and participate in coaching as required
- Provide assistance to coaches with creating and updating training Risk assessments when needed and retained for the Water Safety Advisor's records
- Supporting coaches and squad members participation in any GB trials processes
- Hold regular quarterly coaching meetings for all coaches
- Prepare for Committee approval a club event programme for both head and regatta seasons in consultation with VC's and squad coaches and coordinated effectively

Person specification

- Experienced coach with at least 5 years relevant coaching experience
- Ability to engage, work flexibly and inclusively with all Club Members across a broad range of skills and abilities
- Ability to develop effective relationships with VCs and coaches
- Minimum Level 2 British Rowing coaching qualification
- RYA Powerboat level 2 or equivalent experience
- Strength and conditioning qualification is an advantage
- Up to date Safeguarding, First Aid and Cold water immersion Certificates
- Current clean full driving licence - towing experience an advantage
- A DBS check will be need to be held and maintained

Specific Objectives

- Raise the standard of coaching, rowing and coxing at the Club
- Promote and encourage Diversity and Inclusiveness throughout the Club
- Help to retain Club membership by helping athletes to meet their aspirations
- Improve the performance of crews wishing to compete at a higher level
- Support high performance athletes and manage realistic expectations

Terms and conditions

- Permanent contract with a month's notice either way
- Flexible working based on an annualised hours contract, equivalent to 40 hours per week
- Holidays 28 days per annum including bank holidays but not to be taken in peak periods
- Salary to be determined and agreed based on experience and market rate