

# Scottish Rowing

## Assistant Performance Pathway Coach



**Contract:** Full-time, fixed term until end of August 2025 (with the intention to extend subject to funding). Flexible start date is available (up until August 2024).

**Location:** Scottish Rowing Centre, Strathclyde Park, Motherwell, ML1 3ED. With regular travel across Scotland / UK.

**Salary:** £27-£30k (subject to experience)

**Responsible To:** Lead Performance Pathway Coach / Head of Performance and Pathways

### Job Advert

Scottish Rowing is the Governing Body for rowing in Scotland. Our vision is a successful and thriving rowing community and our mission is to support and empower people in Scotland to enjoy rowing and achieve their potential.

Rowing has been one of Scotland's leading Olympic sports over several cycles, consistently punching above its weight both domestically and internationally with Scottish rowers making up one fifth of Team GB at Tokyo 2020.

With the backing of **sportscotland** and British Rowing, Scottish Rowing is looking to build upon progress made over the past decade – acknowledging the development of university rowing in Scotland during this period - and evolve and diversify our performance pathway programme to meet current and future demands.

The postholder will play a pivotal role supporting the Lead Performance Pathway Coach to identify, recruit and develop new athletes with future Olympic, Paralympic or Commonwealth potential in the Performance Development Academy, whilst also supporting the day-to-day coaching operations of the wider Scottish Rowing Performance Pathway Programme. They will work to create more high-quality opportunities for talented individuals from all backgrounds to achieve their potential on the world stage and help to raise the bar at all levels across our rowing community.

This role would suit an ambitious volunteer or part-time rowing coach who is motivated for a full-time professional career in coaching. Experience of rowing and rowing coaching are essential. Significant personal development opportunities will be provided with the role.

### Job Description

The Assistant Performance Pathway Coach will report to the Head of Performance and Pathways (with day-to-day oversight from the Lead Performance Pathway Coach) and will be responsible for developing positive relationships with key partners including:

- Scottish Rowing member clubs including athletes, coaches, volunteers, and parents.
- **sportscotland** institute of sport.
- British Rowing / GB Rowing Team.
- Schools and universities.
- Local authorities including North Lanarkshire Council.

### **Key Responsibilities:**

Play a central role in the day-to-day coaching operations of the Scottish Rowing Performance Pathway Programme, working as part of the coaching team under the guidance of the Lead Performance Pathway Coach to:

- Identify, recruit and develop new athletes with the potential to represent the GB Rowing Team in Olympic and Paralympic disciplines and / or the Scotland Rowing Team in Commonwealth disciplines, as part of the Performance Development Academy model. This will include attending GB Olympic Pathway National Development Camps, and working with associated talent ID campaigns, camps and other activities where appropriate.
- Provide high-quality coaching and technical expertise to rowers training as part of a centralised performance pathway group at the Scottish Rowing Centre as well as remote support and in-situ programme visits for those identified athletes training within club programmes.
- Play a key role in the delivery of a programme of national camps and other athlete development initiatives - such as the Scottish Rowing Junior Academy and Scottish Argonaut Projects - to support the progression of rowers in the under 19 and under 23 age groups.
- Provide coaching and other additional support for the Scotland Rowing Team at the Home International Rowing Regatta and for any other event where selected to do so (Scotland and / or Great Britain).
- Support other coaching activities across the Scottish Rowing performance pathway.
- Attend GB Rowing Team trials, camps, and competitions as appropriate.
- Contribute, where appropriate, to coach education within Scottish Rowing.

Other responsibilities include:

Participate in regular coaching and practitioner team meetings to review athlete progress, share updates and ideas, and discuss best practice.

Build strong and mutually beneficial working relationships with university partner programmes and collaborate on initiatives supporting long-term athlete development.

Provide coaching support and guidance for identified Para rowers and their coaches in clubs, linking in with the GB Rowing Team coaches as appropriate.

Support identified Scottish rowers studying at US universities including the provision of coaching and competition opportunities during winter and summer holidays and facilitating smooth transitions back into Scottish club programmes.

Contribute to the maintenance of the Scottish Rowing performance boat fleet and other equipment on a day-to-day basis, ensuring that all equipment is kept in a good condition.

Promote a positive image of Scottish Rowing at all times and work with the Sports Programme Co-Ordinator to ensure that regular programme updates and successes are communicated via the Scottish Rowing website and social media channels.

Promote a positive, collaborative, and supportive team culture which prioritises and supports good health and wellbeing for both coaches and athletes.

Any other reasonable task that may be required by Scottish Rowing.

### **How to apply**

Scottish Rowing is committed to selecting staff solely based on their ability to do the job for which they are being recruited and welcomes applications from all sections of the community. Given the underrepresentation in performance coaching roles in Scotland we would encourage applications from suitably qualified women.

In accordance with Scottish Rowing's Child Protection Policy, the successful candidate will be appointed subject to membership of the PVG Scheme.

For a candidate specification, application and monitoring forms see our website.

<http://www.scottish-rowing.org.uk/index.php/about-us/vacancies>

Or you can contact Carol Ann Ellis, Scottish Rowing Administrator:

Telephone: 01698 250206

Email: [office@scottish-rowing.org.uk](mailto:office@scottish-rowing.org.uk)

To apply for the role, please send a covering letter outlining your skills and experience relative to the role, along with a copy of your CV, and monitoring form by email to [office@scottish-rowing.org.uk](mailto:office@scottish-rowing.org.uk), or by post to Scottish Rowing, Scottish Rowing Centre, 366 Hamilton Road, Motherwell, ML1 3ED.

For an informal and confidential discussion about this role please contact Lee Boucher, Scottish Rowing Head of Performance and Pathways by email at: [lee.boucher@scottish-rowing.org.uk](mailto:lee.boucher@scottish-rowing.org.uk)

Applications for this position close at 11:59pm on Wednesday 8<sup>th</sup> May.

Interviews will be held in Glasgow / Strathclyde Park w/c 20<sup>th</sup> May.