



Candidate Information

Position:	Head Rowing Coach
School/Department:	Queen's Sport
Reference:	20/108358
Closing Date:	Sunday 20 September 2020
Salary:	£28,331 to £32,817 per annum
Anticipated Interview Date:	Tuesday 29 September 2020
Duration:	This post is available for 2 years with possibility of extension for a further 2 years.

JOB PURPOSE:

The Rowing Head Coach will be responsible for coaching Queen's University Belfast Men's and Women's Performance Athletes, in line with the Rowing Ireland performance system and lead the development pathway within both Queen's Rowing clubs. The postholder will also be required to develop, manage and support all rowing programmes at Queen's working alongside the Rowing Development Officer and aligned to the Rowing Academy Working Group.

The post is based at the refurbished Queen's Sport boathouse in Belfast. The boathouse is fully equipped with an impressive fleet, towing vehicle and coaching launches supporting over 100 student rowers.

MAJOR DUTIES:

1. Lead the design and delivery of a world class performance programme for rowing at Queen's University that includes athletes and coach pathways consistent with the Queen's Sport model (and in line with the Rowing Ireland Pathway Programme Methodology).
2. Coach the Men and Women who are part of the Queen's Sport Performance Programmes building a long-term, sustainable culture of High Performance at the University.
3. Build a rowing culture that encompasses coaching and development standards at all levels, including technical assistance for coaches progressing on the pathway.
4. Create and review training plans for each performance squad in line with National Governing Body pathway guidance, based on the capability of squads and taking account of the academic and rowing calendars.
5. Lead and agree a programme for competing at regattas and select participation crews with club captains and coaches in line with the Rowing Ireland HP methodology.
6. Work collaboratively with the Rowing Development Officer to expand programmes in all areas, including recruitment, fleet management, etc. for the overall betterment of rowing at Queen's University.
7. Support Rowing Ireland pathway objectives through a collaborative approach to coaching, sharing of expertise, facility provision etc.
8. Co-ordinate the Queen's Rowing Scholarship process and assist with the effective delivery of services to the athletes via the Rowing Academy including student mentoring.
9. Adhere to the Operating, Security and Health and Safety protocols as set out by Queen's Sport in relation to the boathouse.
10. Be responsible for ensuring all club members comply with the current Rowing Ireland/GB Rowing safety standards. Take responsibility for deciding when water conditions are unsafe for training or competition with due regard to the competence of the athlete/crews.
11. Opportunity to be part of Rowing Ireland Teams activities such as national camps, overseas camps and international events when requested.
12. Present findings and performance analysis, identify gaps in performance and planning and make recommendations based on these findings.
13. Any other duties reasonably requested by the Performance Sport Manager.

Planning and Organising:

1. Plan for short-term projects within the agreed work area and contribute to planning for broader Queen's Sport projects.
2. Determine priorities and resolve conflicts to meet targets and deadlines.
3. Lead the organisation of complex events, timetables, meetings, etc and co-ordinate the associated arrangements, considering issues such as cost and timescale
4. Build a sustainable and successful pathway from local clubs to the University and ultimately to International squads including the Rowing Ireland U23 and Senior.

Resource Management Responsibilities:

1. Take responsibility for resource management, by following established procedures, within the agreed work programme.
2. Provide input into the resources planning process for Performance Rowing Programmes to help ensure that finances are appropriately and efficiently monitored.
3. Organise and plan relevant work activities and contributions required from other members of the team for weeks to months ahead to contribute to the overall Performance Sport objectives and improve efficiency.

Internal and External Relationships:

1. Attend internal and external meetings as requested by the Performance Sport Manager, to support the delivery of rowing programmes and to represent Queen's Sport as required.
2. Liaise with relevant staff and student officers to agree facility availability and access for the delivery of all sessions.
3. To successfully deliver objectives, the initiation and development of a wide-ranging set of contacts will be essential. This will typically involve liaising with senior staff beyond Queen's Sport and Queen's University, requiring tact and diplomacy and involving elements of discussion and negotiation.
4. Will be required to co-ordinate a range of programmes and their promotion on behalf of the Queen's Sport.
5. Will be recognised as a key point of contact for all stakeholders in the development of performance rowers and programmes at the University working closely with the Rowing Ireland HPD, Pathway Coordinator and RI Coaches.

ESSENTIAL CRITERIA:

1. Relevant academic/vocational qualifications (e.g. A Level, NVQ 3 or equivalent) and typically at least 4 years' relevant Coaching experience (School or University or High Performance Club).
OR
Significant broad vocational/relevant coaching experience
2. A recognised Amateur Rowing Association or Rowing Ireland Coaching qualification or equivalent.
3. 5 years' relevant experience coaching at a performance level within a university rowing setting or High Performance Club.
4. Proven track record of success and acting as a Head Coach to rowing athletes to a high standard of competition (including BUCS, relevant Regattas etc.)
5. IT literacy and ability to use computer packages essential to the delivery of key work areas.
6. Ability to assess and organise resources, plan and progress projects, using initiative and judgement with limited recourse to managers.
7. Capacity to create and deliver presentations to bespoke audiences, e.g. Students, coaches, etc.
8. Excellent communication and interpersonal skills.
9. Excellent organisational and time management skills.
10. An ability to build rapport with individuals quickly.
11. An ability to coach and empower individuals to attain their potential.
12. Establish and maintain effective working relationships in a team environment.
13. A deep personal interest and motivation in rowing.
14. A valid full driving license and access to a car when required.
15. Qualified to tow rowing boat trailers and be qualified to drive a coaching launch.
16. Work evenings, weekends and public holidays if an event and/or RI camps/trial are scheduled.

DESIRABLE CRITERIA:

1. Level 3 coaching qualification (UK or RI).
2. Human Movement or similar degree.
3. Experience working within an NGB pathway programme with performance level rowers and/or international level.
4. Demonstrable success in developing rowers along a pathway from novice to podium.
5. Experience of working in a Higher Education environment.

6. Thorough knowledge of LTAD model and adapting those principals to a University setting.
7. Holistic understanding of the impact of sport science and associated support services on the development of athletes.
8. Knowledge of student support services and wider policies and procedures at Queen's University.
9. Act as an agent for change within a sporting environment.
10. A hunger for learning and continual development.