031499

Development Rowing Coach

UNIVERSITY SERVICES

ECS - SPORT

Management Professional & Administrative

-GRADE 4

Job Purpose

Responsibility for the planning, organisation and delivery of rowing technical sessions, liaising with multi-disciplinary support service staff to support the overall programme objectives set by the UofG Sport Rowing Programme Lead (GUBC Head Coach) and Scottish Rowing.

Main Duties and Responsibilities

• Work with the Rowing Programme Lead (GUBC Head Coach) to deliver the Glasgow University Boat Club (GUBC) annual programme with a particular focus on the development of athletes to Great Britain (GB) Under 23 level.
• Responsible for the delivery of high performance coaching to University rowing athletes. This includes managing a squad of athletes to maximise performances at key events including GB trials, BUCS, Henley and other national and international competitions
• Work with multi-disciplinary support service staff (including strength & conditioning, physiotherapy, physiology) within the University and the sportscotland institute of sport to maximise athlete performance and improve general robustness
• Act as a key contact for GUBC, dealing with enquiries from students, regularly communicating with all coaches and committee members within the GUBC programme, Scottish Rowing and sportscotland to ensure that all partners are working towards the same outcomes
• Responsible for the planning, organisation and administration of key events (e.g. Scottish Boat Race). This will involve extensive communication with staff at a number of levels, from National Governing Bodies (NGBs)
• Lead on the implementation of standards set out in the sportscoachUK / Scottish Rowing code of conduct for coaches
• Assist the Rowing Programme Lead (GUBC Head Coach) and GUBC Committee in performing risk assessments and safety checks, including capsize drills
• Responsible for the safeguarding and well-being of the athletes and provide a good role model for the athletes
• Ensure that all exercise areas are maintained in line with the University’s health, safety and hygiene standards; this includes responsibility for equipment maintenance and repair.
• Where required, assist the Rowing Programme Lead (GUBC Head Coach) and GUBC Committee in the administration of the club programme
• Responsible for writing and updating news and reports for relevant committees and to aid with boat club marketing reach.

• Undertake CPD opportunities as part of a support and development package delivered as a partnership between the University of Glasgow, Scottish Rowing and sportscotland to provide the candidate with every opportunity to develop into a world class coach in the future

Knowledge, Qualifications, Skills and Experience

**Knowledge/Qualifications
Essential**
A1 Ability to demonstrate the competencies required to undertake the duties associated with this level of post having acquired the necessary knowledge and skills in a similar role.
Or: Scottish Credit and Qualification Framework level 5 or 6 (National 5 or 6, Scottish Vocational Qualification level 2 or 3) or equivalent, and experience of personal development in a similar role.
A2 Detailed knowledge of rowing in Scotland.
A3 Experience of rowing coaching in either a paid or voluntary position
A4 Understanding of the GB trialling process
A5 Sound working knowledge and user competency in various Microsoft applications and data management systems.

**Desirable**
B1 UKCC Rowing Level 2 (or equivalent)
B2 UKCC S&C Level 2 (or equivalent)
B3 A relevant qualification in a related field
B4 First Aid qualification
B5 RYA Powerboat Level 2 (or equivalent)
B6 Experience of coaching in a high performance environment
B7 UKAD Anti-Doping Advisor
B8 Full UK Driving Licence and access to own vehicle
B9 Necessary entitlements to allow for towing trailers
 **Skills
Essential**
C1 Highly effective interpersonal and communication skills
C2 Good report writing skills
C3 Proven ability to work independently, as well as in a team
C4 Solution focussed
C5 Excellent planning and organisational skills
C6 Ability to work to strict deadlines
C7 Excellent time management skills
C8 Ability to use own initiative
C9 Ability to be flexible and adaptive
C10 Able to work efficiently under pressure
C11 Ability to manage challenging situations

**Desirable**D1 People management skills
D2 Good influencing skills
D3 Excellent organisational and problem-solving skills
D4 Highly agile and able to adapt within the ever-evolving digital landscape
D5 Proven capacity to cope with a range of concurrent projects

**Experience**
**Essential**
E1 Relevant experience with a formal coaching qualification or evidence of progression and development gained through 3-4 years relevant coaching experience
E2 Experience of communicating with others from internal and external organisations such as other NGBs or universities
E3 Proven experience of managing relationships and working with volunteers (e.g participation on committees or working groups)
E4 Experience of rowing coaching in either a paid or voluntary position
E5 Experience of student rowing

**Desirable**
F1 Experience of implementing or developing sport programmes in an education setting

F2 Experience of coaching in a high performance environment

Job Features

**Dimensions**
Funding for the post has been provided by Scottish Rowing and the sportscotland Coaching Futures initiative
The Coaching Futures initiative sees former international athletes given the opportunity to transfer their skills and knowledge into full-time coaching ‘apprenticeships’. The scheme is being delivered through up to ten NGBs from 2015 to 2018
Key role in developing external partnerships (e.g. Scottish Rowing, sportscotland, Glasgow Life, other HE institutions
Provide coaching support to members of Glasgow University Boat Club. Approximately 120 students are involved in weekly club training activity.
The Sport Development area comprises 9 staff: Sport Development Manager (Level 7), Rowing Programme Lead (GUBC Head Coach) (Level 6), Sport Development Coordinator (Level 5), PT Rugby Development Officer (Level 4), Finance Administrator (Level 4), and Travel Administrator (Level 4).
Key role in the continued development of Glasgow University Boat Club, providing additional support for athletes and volunteer coaches.

**Job Features
Planning and Organising**Ability to plan, prioritise and manage coaching workload, both over short and longer-term periods
Assist the Rowing Programme Lead (GUBC Head Coach) in planning, communication and delivery of the annual training programme
Monitor and document the performance of rowers over the short and long term to provide effective feedback to rowers and Rowing Programme Lead (GUBC Head Coach) and to be able to make informed decisions.
Execution of the day-to-day training programme by being available during training hours, including weekends and training camps and at other times required by the Rowing Programme Lead (GUBC Head Coach) to coach crews and individual athletes as required.

**Decision Making**Ability to make decisions independently and progress areas of work that are necessary for the effective running of activities
Day to day decision making in respect of training sessions. This includes utilising experience and expertise to amend training sessions in line with athlete ability and health status (i.e. to prevent overtraining)
Assist the Rowing Programme Lead (GUBC Head Coach) in planning and delivering training sessions, regattas and training camps and therefore involved ongoing decision making to ensure that the most informed decisions are made to the benefit of all participants
Provide advice and recommendations relating to aspects of programme delivery including suggesting resolutions to problems and taking ownership to progress

Internal/External Relationships
Extensive internal and external relationships due to the nature of the role. This will include working alongside Scottish Rowing, British Rowing and sportscotland.
Ability to communicate well with staff and students involved with sport at all levels
Staff within UofG Sport: work alongside all other staff to ensure delivery of the rowing programme is optimal.

**Problem Solving**Thorough planning and delivery of training sessions, regattas and training camps requirement for ongoing problem solving and the ability to find solutions to any problems that may be encountered.
Work within a set budget to ensure the equipment is maintained to appropriate levels
Providing service and delivering results with limited resources, specifically in connection with equipment, travel logistics and working alongside the student committee.

**Other**
Proactive approach to work and consistently reliable in delivery.
Accepting of new ideas and change initiatives.
Shows respect and sensitivity towards cultural and religious differences, ensuring UofG Sport is inclusive to all.
Contributes appropriately to team meetings, events and supports the implementation of all team initiatives.
Required to deal with difficult situations e.g. enforcing rules, dealing with difficult clubs, non-payers. Important to be able to deal with this type of situation and when appropriate refer to line manager for support
Innovate and develop a programme that maximise opportunities for participation across all groups
Motivational in teaching and in general dealings with customers and potential customers to encourage an active lifestyle.
Requirement to represent the University of Glasgow, and the best interests of the institution, club and members at national, regional and local meetings as and when required.
You should be an equitable, honest and ethical individual who understands the need to be tactful, diplomatic and sensitive as occasions demand. A highly self-motivated person, you should bring an energy and enthusiasm to the role.

**Additional Information**This post will be based in the Stevenson Building at the Gilmorehill Campus but there is a requirement to work at other venues including the University Boat House on Glasgow Green.

In your role you may be required to work on some public holidays and also the “Other” University closure days. When this is the case the time will be added to your annual leave balance.

Standard Terms & Conditions

Salary will be on the Management, Professional and Administrative Grade, level 5, £23,067 per annum.

This post is full time (35 hours per week including weekends) and offered on a fixed term basis with an end date of 31 August 2021.

New entrants to the University will be required to serve a probationary period of 6 months.

The successful candidate will be eligible to join the National Employment Savings Trust (NEST) Pension Scheme.

It is the University of Glasgow’s mission to foster an inclusive climate, which ensures equality in our working, learning, research and teaching environment.

We strongly endorse the principles of Athena SWAN, including a supportive and flexible working environment, with commitment from all levels of the organisation in promoting gender equality.

The University of Glasgow, charity number SC004401.

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