

GORSE

Director of Rowing

Recruitment Pack



Address from Executive Principal

The GORSE Academies Trust is a Multi Academy Trust (MAT) who run 15 academies across all phases of the educational spectrum. All our academies are based in the Leeds City region and we have a passion to ensure that any form of disadvantage is not a barrier to success or ambition.

For several years we have developed a rowing programme that we feel is unique in the state education system. This culminated in 2025 with the opening of our own boat house, situated at Lemonroyd Lock, part of the Aire/Calder canal system.

Our programme now needs an experienced, innovative and inspirational Director of Rowing. This person will grasp the potential of this opportunity and have the vision, determination and drive to make our programme truly exceptional.

This is a significant opportunity for the right candidate to develop a rowing programme that we hope will be of national significance. On-land rowing now forms part of the core curriculum for all students in our secondary academies. Significant land based and on-water enrichment programmes are available to students in 11-16 and Post 16 academies. Given the demographic profile of our academies, we are proud that we can offer the sport of rowing to large numbers of young people who would not traditionally have access to the sport.

Our ambition is to establish The GORSE Boat Club as the leading state school rowing programme in the UK. By combining broad participation with a clear pathway to high performance we aim to demonstrate that rowing can thrive in the state education system and that talent exists in every community. With the facilities at Lemonroyd Lock and the scale of opportunity within The GORSE Academies Trust, we believe that this vision is realistic and transformative.

The Director of Rowing will have sole year-round access to our boathouse at Lemonroyd Lock and a fleet of 16 recently purchased boats. All our academies have indoor rowing and strength and conditioning facilities and we employ a team of specialist coaches to support our programme. We now need an exceptional person to realise the long-term vision and potential of The GORSE Boat Club.

This is a rare and exciting opportunity to build a rowing programme of national significance. With rowing embedded in the curriculum across our secondary academies and a dedicated boathouse at Lemonroyd Lock, the Director of Rowing will have access to an exceptional talent pool and facilities. Supported by the trust the successful candidate will have the autonomy, resources and vision to establish the GORSE Boat Club as one of the leading school rowing programmes in the country.

We expect our crews will regularly compete at the highest level of junior rowing, including the National Schools' Regatta and Henley Royal Regatta, however, success will be measured by more than medals. Our programme will develop young people who demonstrate resilience, discipline and leadership, and who leave our academies with the confidence to pursue ambitious futures.



David Holtham
Executive Principal

Director of Rowing

Title	Director of Rowing
Salary	PO3 (£42,839 - £46,142)
Hours	37 hours per week, all year round
Location	Trust-wide, multisite
Start Date	To be agreed with successful candidate

The GORSE Academies Trust is seeking an exceptional and ambitious Director of Rowing to lead and develop our rowing provision across the trust. This is an exciting opportunity for an experienced rowing professional to shape a programme of national significance and contribute to the trust's wider strategic vision, including the ambitions of our 'Big 3' initiative.

An Application Pack (including Job Description and Person Specification) is available to download from The GORSE Academies Trust website www.tgat.org.uk/jobs, by email to recruitment@tgat.org.uk, or by telephone on **0113 487 8888**.

About You

The successful candidate will be an inspiring leader with strong technical knowledge of rowing and junior pathway development. You will have experience coaching at a competitive level, developing athlete performance systems, and managing rowing facilities or programmes.

You should also have:

- A strong understanding of safeguarding.
- Excellent communication and analytical skills.
- Experience building partnerships and securing funding.
- The ability to motivate young people and staff across multiple sites.
- A commitment to the values of The GORSE Academies Trust: Diligence, Integrity, Rectitude and Kindness.

About Us

GORSE has a well-known reputation for changing the deal for children and young adults who come from some of the most impoverished parts of the country.

Our central mission is to ensure that we play a significant role in removing the stubborn link between poverty and academic underperformance. Consequently, our students and our professionals are in the vanguard of the national drive which seeks to prove that where teaching is excellent, leadership inspiring and behaviour standards exemplary all children excel regardless of background.

Our 15 trust establishments - which include primary, secondary, and post 16 settings - work together with our central team, LTSH (Leeds Teaching School Hub) and GORSE SCITT (School-Centred Initial Teacher Training), to form a connected network of excellence. This tight knit collaboration enables our students to prosper through strong partnership, where shared expertise, consistent standards and collective ambition ensure exceptional opportunities for all.

To learn more about our work and values, please visit our website at **The GORSE Academies Trust**.



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“The GORSE Boat Club is being developed with the clear intention of combining mass participation with a high-performance pathway. We are committed to building a programme that reflects best practice in junior rowing and aligns with the standards of leading school and club programmes across the UK.”



Sir John Townsley
Chief Executive Officer

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Why Join Us?

This is a rare opportunity to play a central role in building a trust-wide rowing programme with exceptional ambition. You will work closely with senior trust leaders, benefit from excellent professional development opportunities, and have a significant impact on the sporting and personal development of young people across Leeds.

What we offer you

As a trust, we want to ensure that professionals at every stage in their career have the opportunity to enjoy expert support and training. We are pleased to offer a generous benefits package to our team - as we work together to create a rewarding future for all including:

- Membership the local government pension scheme.
- A commitment to continued investment in our professionals, supporting every member of staff throughout their career in the trust.
- Access to an Employee Assistance Programme which provides confidential professional advice and support 24 hours a day, 7 days a week.
- £2k Cycle to work scheme.

Job Description

Job Title:	Director of Rowing
Grade:	PO3 (£42,839 - £46,142)
Reporting to:	Partnership Director of Sport, Physical Education and Health and the Executive team
Location:	Trust wide (multiple sites across The GORSE Academies Trust)

Job Purpose:

To provide leadership of The GORSE Academies Trust Rowing programme to ensure that it meets its strategic objectives. These include the establishment of an extra-curricular programme of national significance that compliments the ambitions of the Trust 'Big 3' initiative.



“We believe that talent is everywhere, but opportunity is not. At The GORSE Academies Trust, our rowing programme is changing that. With a growing presence at Lemonroyd Lock and rowing part of the curriculum, we are opening the sport to young people who would never normally have access to it. We are seeking a Director of Rowing who is passionate about both performance and purpose, and who wants to build a programme that delivers excellence and opportunity in equal measure.”

Leanne Griffiths
Deputy Chief Executive Officer



About the Role:

The Director of Rowing will provide strategic and operational leadership for rowing across our academies. This includes ensuring high-quality PE rowing lessons, delivering an inclusive and aspirational extra-curricular programme, and establishing effective pathways from on-land to on-water training.

You will oversee the development of racing squads, deliver high-quality coaching frameworks, and ensure the health, safety, and wellbeing of all athletes. A key aspect of the role involves managing the GORSE Boathouse, developing strategic partnerships, securing sponsorships and funding, and contributing to a long-term rowing plan that builds a nationally recognised programme.

The Director of Rowing is Accountable for:

The Quality of rowing PE lessons and The Extra-Curricular Rowing Programme

- Promoting and marketing the rowing programme to eligible students.
- Identifying talent.
- Producing sport-specific mid-term plans that will be delivered across the curriculum.
- Conducting CPD for PE staff and supporting the delivery of mid-term plans.
- Quality-assuring rowing within the curriculum.
- Quality-assuring the extra-curricular programmes.
- Establishing a year-round training programme that integrates on-water sessions with land-based training.
- Developing detailed training plans for all extra-curricular rowing programmes, on-land and on-water.
- Completing appropriate risk assessments for on-land and on-water programmes.
- Producing an inclusive extra-curricular programme.
- Retaining students on the programme.
- Ensuring the health, safety, and wellbeing of athletes on the programme.

The Director of Rowing is Accountable for (cont):

The Progress of Students on The Programme

- Monitoring, evaluating, and improving athlete progress and participation.
- Producing performance and participation data and reports for stakeholders.
- Supporting and developing staff involved in delivering extra-curricular rowing.
- Conducting self-evaluation of the programme to drive athlete progress and enjoyment.
- Supporting the Director of Sport, Health and Physical Education with quality assurance of the curriculum-based rowing programme.
- Identifying talented students and planning relevant progression and trials as appropriate.

The Establishment of Racing Squads

- Identifying and selecting performance squads for competition.
- Establishing a competitive race calendar targeting key events such as the National Schools' Regatta and other leading junior competitions.
- Promoting student and squad success.
- Promoting an inclusive culture that reflects the values of GORSE.
- Ensuring the health and safety and conducting risk assessments for all competition-related activities.

The Management of The GORSE Boat House

- Developing systems and processes to ensure the effective operation of the GORSE Boathouse.
- Managing and maintaining equipment and facilities to ensure maximum value is obtained.
- Managing the facility to ensure the health, safety, and wellbeing of students accessing on-water rowing.
- Completing detailed risk assessments and providing training to ensure student safety at the boathouse.
- Establishing an inclusive, engaging, and high-performance culture at the boathouse.

The Rowing Strategic Plan

- Supporting the Director of Sport, Health and Physical Education in establishing a strategic plan that will develop a programme of national renown.
- Leading the implementation of this plan.
- Ensuring effective consultation and communication with key leaders within the Trust.
- Communicating the vision for rowing to a range of stakeholders, including at Academy open events.
- Monitoring and evaluating the success of the strategic plan.
- Adapting and developing the strategic plan where required.

Partnerships, Sponsorships, Awards and Funding

- Building and developing new rowing partnerships and strengthening existing ones.
- Converting existing links into formal partnerships.
- Creating and leading a strategic plan to seek and gain sponsorship for TGRC and competitive teams.
- Identifying and submitting nominations for sport and community awards to showcase TGRC's good practice, contributions, and success.
- Identifying and submitting bids for grants and funding to improve and enhance TGRC.
- Providing stakeholders, partners, and sponsors with newsletters and competition invitations throughout the year.



The Director of Rowing is Accountable for (cont):

Professional Development and Relationships

- Maintaining high professional expectations and standards consistent with Trust leadership.
- Undertaking appropriate training and development to remain effective in a changing landscape.
- Demonstrating a commitment to collaboration and cooperative working.
- Working as a team member and identifying opportunities to collaborate with colleagues, managing their work where appropriate and sharing effective practice.
- Demonstrating a commitment to collaborative working across The GORSE Academies Trust and with external partners where required.

Management and Coordination of Staff, Coaches and Volunteers

- Line managing GORSE Rowing Club coaches and creating timetables for coaches each half term.
- Coordinating and implementing CPD sessions for all coaches as appropriate.
- Delegating and coordinating coaches' and volunteers' timetables to ensure sufficient cover for sessions and competitions during the week and at weekends.
- Working with the rowing lead in each academy to ensure they deliver quality extra-curricular sessions, supporting them in identifying and recruiting students for competitions and training them in coaching.

Professional Skills in relation to Rowing

- Tracking the progression of all athletes and identifying and implementing bespoke support strategies for students at risk of underachievement.
- Designing opportunities for athletes to develop positive habits and characteristics that support academic success.
- Making effective use of tracking, monitoring, and recording systems to build personalised knowledge of all athletes.
- Using data to inform bespoke improvement planning.
- Supporting and guiding athletes to reflect on their progress, identify targets for improvement, and set aspirational goals.
- Promoting athletes' self-control, independence, resilience, cooperation, and social-emotional development.
- Providing timely, accurate, and constructive feedback to athletes, academy leaders, and parents/carers regarding participation, retention, progress, success, areas for development, and concerns.

Knowledge and Understanding in relation to Rowing

- Modelling effective coaching within the specialist area.
- Demonstrating how highly effective practice can maximise athlete progress and enjoyment.
- Using data to monitor athlete progress and evaluate impact across responsibilities and initiatives.
- Understanding key performance indicators required to demonstrate a highly effective programme.
- Understanding how young people develop and progress, prioritising athlete well-being and recognising the diverse influences affecting them.
- Knowing when to draw on the expertise of colleagues, including those responsible for safeguarding and SEN, and when to refer to external agencies.

Working within the Law and frameworks

- Understanding current legal requirements, national policies and local guidance on safeguarding and promoting the well-being of children and young people.
- Identifying potential child abuse and following safeguarding procedures.
- Identifying and supporting young people whose progress, development, or wellbeing is affected by personal difficulties, and knowing when to refer them for additional support.
- Understanding safeguarding and GDPR implications of all strategic development plans.





The Director of Rowing is Accountable for (cont):

Developing Practice

- Evaluate performance and be committed to improving practice through appropriate professional development (i.e. training, mentoring etc.)
- Have a creative and constructively critical approach towards innovation; being prepared to adapt practice where benefits and improvements are identified
- Review the effectiveness of practice and its impact on athlete progress, attainment and well-being refining approaches where necessary.

Personal Responsibilities

- To hold positive values and attitudes and adopt high standards of professional conduct in line with the Seven Principles of Public Life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership) and our trust values of Diligence, Integrity, Rectitude and Kindness.
- Carry out the duties and responsibilities of the post, in accordance with GORSE's Health and Safety Policy and relevant Health and Safety Guidance and Legislation.
- Form positive professional relationships and work in partnership with colleagues throughout GORSE.
- To willingly engage with training as required.
- Treat all aspects of the role with the strictest confidentiality.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality and diversity and data protection, reporting all concerns to an appropriate person.

Any Special Conditions of Service

- The post is subject to a satisfactory enhanced DBS background check, relevant right to work documentation, suitable references and a six-month probationary period.
- Occasionally there may be a requirement to work off-site and undertake work outside normal office hours to meet the variable nature of workloads and deadlines and to support academy events.
- Contribution to the overall ethos/work/aims of GORSE.
- GORSE operates a No Smoking/Vaping Policy.

Person Specification continued on next page.

Person Specification

Criteria	Essential	Desirable
Qualifications		
5 GCSE's grade C/4 and above including English and Maths.	✓	
A degree or equivalent qualification in a relevant subject.	✓	
FIVB or VE Level 2 Qualification.	✓	
A full clean driving license and access to a car as this role is based across multiple sites.	✓	
A higher degree or professional qualification in a related discipline.		✓
Knowledge and Skills		
Knowledge & understanding of national and regional organisations that support junior Rowing.	✓	
Knowledge of the Safeguarding agenda.	✓	
Detailed understanding of the national and regional competition calendar for junior athletes.	✓	
Knowledge of the progression pathways for talented juniors.	✓	
Detailed knowledge and understanding of Rowing skills, drills, strategies and tactics.	✓	
Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	✓	
Knowledge & understanding of national and regional organisations that support junior Rowing.	✓	
Knowledge of the Safeguarding agenda.	✓	
Detailed understanding of the national and regional competition calendar for junior athletes.	✓	
Knowledge of the progression pathways for talented juniors.	✓	
Detailed knowledge and understanding of Rowing skills, drills, strategies and tactics.	✓	
Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	✓	
Knowledge & understanding of national and regional organisations that support junior Rowing.	✓	
Knowledge of the Safeguarding agenda.	✓	
Ability to prioritise workloads and manage the allocation of work effectively.	✓	
Excellent analytical skills and sound judgement.	✓	
Excellent verbal and written communication skills.	✓	
Ability to use media platforms and software to create marketing and promotional content.	✓	
Ability to form meaningful relationships with young people in the full age range of GORSE academies.	✓	
Ability to build and maintain effective working relationships including line management with a wide variety of people.	✓	
Ability to develop and manage a variety of IT systems.	✓	
Ability to make effective presentations to a range of stakeholders.		✓

Criteria	Essential	Desirable
Experience		
Experience of developing successful tracking systems.	✓	
Experience of successful coaching at a club level.	✓	
Experience of developing systems and processes to improve athlete performance.	✓	
Experience of effective team working including supporting leadership decisions with valid and reliable data.	✓	
Experience and understanding of what it means to work with disadvantaged and differently abled students and create and implement plans for inclusivity.	✓	
Experience submitting bids for grants and funding.	✓	
Experience competing at a highly competitive level.	✓	
Experience developing and maintaining partnerships.	✓	
Experience negotiating with vendors and placing large orders.	✓	
Experience managing a budget and financial planning.	✓	
Evidence of work demanding significant technical and organisational skill, with an eye for detail.	✓	
Effective line management of others to improve performance.		✓
Personal Qualities		
Pleasant and friendly manner.	✓	
Polite and punctual.	✓	
Reliable.	✓	
A commitment to working as part of the wider GORSE central team and supporting the vision and aims of The Trust.	✓	
Energetic, enthusiastic, hard-working and diligent.	✓	
Highly motivated, ambitious, and upbeat.	✓	
Calm under pressure.	✓	
Flexible and collaborative.	✓	
Take responsibility for own professional development as identified with the Executive Principal.	✓	
Work accurately and methodically with attention to detail.	✓	
A strong commitment to the values of The Trust including the prioritisation of the disadvantaged.	✓	
Highly organised.	✓	
Continuous Professional Development		
Evidence of commitment to Continuing Professional Development.	✓	
Other Conditions		
Enhanced DBS Clearance.	✓	

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK - either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa.

Please note that, as a sponsor licence holder, we only provide sponsorship for teacher vacancies.

How to Apply

If you are excited about this opportunity, a recruitment pack and application form can be downloaded from our website at www.tgat.org.uk/jobs. You can also request an application pack or an informal conversation with the recruiting manager via email at recruitment@tgat.org.uk or by calling **0113 487 8888**.

Please note electronic applications should be submitted where possible. CVs will **not** be accepted.

Closing Date

The closing date for applications is **Friday 24 April 2026 at 9am** and the date for interviews is yet to be confirmed. Completed applications should be emailed to recruitment@tgat.org.uk.

GORSE

We are committed to safeguarding the welfare of children, and applicants will be subject to full employment checks, including an enhanced DBS disclosure. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

TGAT Policy Statement on the Recruitment of Ex-Offenders 2018

The GORSE Academies Trust use 'OnlineSCR' for the processing of safeguarding checks - their privacy notice can be seen at: <https://onlinescr.co.uk/policies/privacy-policy/>.

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