



JOB DESCRIPTION

Post Title: Director of Rowing
Grade: PO3 SCP 32-35
Reporting to: Partnership Director of Sport, Physical Education and Health and the Executive team
Location: Trust-wide (multiple sites across The GORSE Academies Trust)

Purpose of the role

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.

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 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.

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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.

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.

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- 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.

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.

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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	
	E/D
• 5 GCSE's grade C/4 and above including English and Maths.	E
• A degree or equivalent qualification in a relevant subject	E
• FIVB or VE Level 2 Qualification	E
• A full clean driving licence and access to a car as this role is based across multiple sites.	E
• A higher degree or professional qualification in a related discipline	D
Knowledge and Skills	
	E/D
• Knowledge & understanding of national and regional organisations that support junior Rowing	E
• Knowledge of the Safeguarding agenda.	E
• Detailed understanding of the national and regional competition calendar for junior athletes.	E
• Knowledge of the progression pathways for talented juniors.	E
• Detailed knowledge and understanding of Rowing skills, drills, strategies and tactics.	E
• Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	E
• Ability to prioritise workloads and manage the allocation of work effectively.	E
• Excellent analytical skills and sound judgement.	E
• Excellent verbal and written communication skills.	E
• Ability to use media platforms and software to create marketing and promotional content.	E
• Ability to form meaningful relationships with young people in the full age range of GORSE academies.	E
• Ability to build and maintain effective working relationships including line management with a wide variety of people.	E
• Ability to develop and manage a variety of IT systems.	E
• Ability to make effective presentations to a range of stakeholders.	D
Experience	
	E/D
• Experience of developing successful tracking systems.	E
• Experience of successful coaching at a club level.	E
• Experience of developing systems and processes to improve athlete performance	E
• Experience of effective team working including supporting leadership decisions with valid and reliable data.	E
• Experience and understanding of what it means to work with disadvantaged and differently abled students and create and implement plans for inclusivity.	E
• Experience submitting bids for grants and funding.	E
• Experience competing at a highly competitive level.	E
• Experience developing and maintaining partnerships.	E
• Experience negotiating with vendors and placing large orders.	E
• Experience managing a budget and financial planning.	E
• Evidence of work demanding significant technical and organisational skill, with an eye for detail.	E
• Effective line management of others to improve performance.	D
Personal Qualities	
	E/D
• Pleasant and friendly manner	E
• Polite and punctual	E
• Reliable	E

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• A commitment to working as part of the wider GORSE central team and supporting the vision and aims of The Trust.	E
• Energetic, enthusiastic, hard-working and diligent.	E
• Highly motivated, ambitious, and upbeat	E
• Calm under pressure	E
• Flexible and collaborative	E
• Take responsibility for own professional development as identified with the Executive Principal and Director of Sport	E
• Work accurately and methodically with attention to detail.	E
• A strong commitment to the values of The Trust including the prioritisation of the disadvantaged.	E
• Highly organised.	E
Continuous Professional Development	E/D
• Evidence of commitment to Continuing Professional Development.	E
Other Conditions	E/D
• Enhanced DBS Clearance.	E

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.