



Session Sports Coach

Job Description And Person Specification

Post Title:	Session Sports Coach (Rowing)
Accountable To:	Director of Rowing
Location:	THE GORSE Academies Trust
Scale	SO1 (Fixed SCP 23)

Purpose of the role

To provide exceptional coaching delivery across the Rowing programme.

The session sports coach is accountable for:

The quality of curriculum and extracurricular provision.

- Support with the delivery of Rowing within the curriculum.
- Support with the delivery of Rowing within extracurricular clubs.
- Support with promotion of the Rowing programme through social media.
- Carefully follow instructions from the Director of Rowing and Rowing sports coach.
- Correctly follow risk assessments for Rowing programme.
- The health, safety and wellbeing of the athletes on the programme.

The progress of students on the programme

- Support with effective improvement of athlete progress and participation.
- To be aware of the KPI's for the programme and consistently working towards achieving these.

The Establishment of Competitive Squads

- Support the Director of Rowing with the identification and selection of performance squads for competition.
- The promotion of student and squad success.
- The promotion of an inclusive culture which reflects the values of GORSE.
- The Health and Safety and Risk Assessment of all activities related to competition.

Professional Development and Relationships

- Outstanding representative of the GORSE Academies Trust always acting in a measured and professional manner.
- Positive, approachable and offer praise to promote the objectives of the club.
- A role model, displaying consistently high standards.
- Respect and listen to the opinions of coaches and understand the importance of collaborative working.
- Maintain prompt, polite, supportive and positive communications with coaches and students.
- A respectful, professional and constructive relationship with all external partner organisations, their members, staff and officers.

Knowledge and Understanding in Relation to Rowing.

- Be a role model for effective coaching within your specialist area.
- Showcase how highly effective practice can maximise athlete progress and enjoyment.
- Know how to use a range of data to monitor athlete progress and evaluate impact across the range of responsibilities and initiatives.
- Have an awareness of the range of KPI's required to demonstrate a highly effective programme.
- Understand how young people develop and how they progress. Prioritise the well-being of athletes and demonstrate awareness that they can be affected by a range of developmental, social, religious, ethnic, cultural, and linguistic influences.
- Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.

GORSE

Working Within the Law and Frameworks

- Know the current legal requirements, national policies and local guidance on the safeguarding and promotion of the well-being of children and young people.
- Know how to identify potential child abuse and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- Understand the safeguarding and GDPR implications of any 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.

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.

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. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.

The GORSE Academies Trust

c/o John Smeaton Academy, Smeaton Approach, Barwick Road, Leeds, LS15 8TA
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PERSON SPECIFICATION

Criteria	Essential/ Desirable
Qualifications	
5 GCSE's Grade C/4 and above (or equivalent) including English and Mathematics.	E
A relevant Level 2 Qualification.	E
A full clean driving license and daily access to a car as this role is based across multiple sites.	E
A degree qualification or equivalent in a relevant subject.	D
A higher degree or professional qualification in a related discipline.	D
Knowledge and Skills	
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 form meaningful relationships with young people in the full age range of GORSE academies.	E
Ability to build and maintain effective working relationships.	E
Ability to prioritise workloads and manage the allocation of work effectively.	E
Knowledge & understanding of national and regional organisations that support Rowing	D
Knowledge of the Safeguarding agenda.	D
Detailed understanding of the national and regional Rowing competition calendar for junior athletes	D
Knowledge of the progression pathways for talented junior rowers.	D
Detailed knowledge and understanding of MIS and functions.	D
Detailed knowledge and understanding of data analysis, manipulation and presentation techniques.	D
Personal Qualities	
Pleasant and friendly manner	E
Polite and punctual	E
Reliable	E
Energetic, enthusiastic, hard-working and diligent.	E
Highly motivated, ambitious, and upbeat	E
Calm under pressure	E
Flexible and collaborative	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
Experience	
Experience of successful coaching at club level.	E
Experience of effective team working	E
Experience of successful coaching at a regional and national standard	D
Experience of developing successful tracking systems.	D
Experience of developing systems and processes to improve athlete performance	D
Continuous Professional Development	
Evidence of commitment to Continuing Professional Development	E

Other Conditions	E/D
Enhanced DBS Clearance	E

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