

Hadrian Learning Trust

JOB DESCRIPTION

Post Title:	Rowing Coaching Assistant	Director/Service/Sector:	Children's Services
Band:	1	Workplace:	HMS and QEHS Part of HLT
Responsible to:	Lead Rowing Coach	Date:	July 2025
Job Description Ref:			

Responsible for: Supervision of student's club volunteers as directed by the lead coach.

Job Purpose:

Coach rowing sessions primarily weekday evenings and weekend mornings and attend rowing events in line with the Trust calendar. Ensuring compliance to all health and Safety guidance in relation to water sport safety as outlined by British Rowing.

Resources	Staff	Supervision of students and people from the volunteer body including managing technical performance, and delivering training and development.
	Finance	None
	Physical	Rowing boats, Minibus driving, trailers, rigging / derigging equipment, maintenance of equipment, general office equipment, accuracy and Security of personal information e.g. address and students lists.
	Clients	Internal (Teachers, Other Staff, other Coaches and Pupils) and external (Parents, Visitors, Members of the Public, volunteers at the club).

Duties and key result areas:

Key responsibilities linked to the roll:

- Coaching sculling and sweep rowing techniques on the water across a range of groups, from beginners to national event level and GB trials
- Assisting in running land training sessions
- Awareness and adherence to risk assessments and health and safety guidelines
- Checking the safety of all boats
- Reporting on, and monitoring specific groups when required
- Assisting with general day to day running of the fleet of boats and associated equipment
- Carrying out any such duties as may be reasonably requested
- To assist with race and training camp plans

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You are therefore under a duty to use the school's procedures to report any concerns you may have regarding the safety or well-being of any child or young person.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to adopt a professional, courteous demeanour at all times during communication with colleagues, visitors, or students.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Work Arrangements

Transport requirements:	Minibus and trailer usage
Working patterns:	Monday to Sunday – evenings and weekends
Working conditions:	Boat house / riverside and school based
	Mainly based outside except during the indoor season

PERSON SPECIFICATION

Essential	Desirable	Assess by
Knowledge and Qualifications		
<p>A passion for rowing.</p> <p>Up-to-date knowledge of the rowing technique, strength and conditioning, launch driving, racing rules and rowing.</p> <p>An understanding of protocols surrounding competitive rowing.</p> <p>Good knowledge of rigging and boat set up.</p> <p>Coaching Membership of British Rowing.</p> <p>Full driving licence.</p>	<p>HSAW First Aid Qualification or equivalent.</p> <p>Coaching would be beneficial.</p> <p>RYA Level 2 Powerboat would be beneficial.</p> <p>MIDAS or D1 training.</p> <p>Powerboat licence.</p> <p>British Rowing Level 2.</p>	<p>(a), (t), (g)</p>
Experience		
<p>Effectively coach rowing both sculling and sweep to a range of age groups.</p> <p>Experience of operating professionally and safely within a Rowing environment.</p>	<p>Experience of rowing coaching in an educational setting would be preferable.</p>	<p>(a), (i), (g)</p>
Skills and competencies		
<p>Effective use of ICT and other specialist equipment /resources.</p>	<p>Experience of educational ICT systems and/or other management information</p>	<p>(a), (i), (t)</p>



<p>Ability to work with children and adults.</p> <p>Ability to self-evaluate learning needs and actively seek learning opportunities.</p> <p>Able to develop a positive rapport with pupils, staff and parents.</p> <p>The ability to work as part of a team in a successful and dynamic School and rowing program.</p> <p>High levels of personal and professional integrity and the ability to exercise discretion and confidentiality.</p> <p>Confidence and creativity in managing a group of young people of varying abilities in changeable conditions.</p>	systems.	
Physical, mental and emotional demands		
<p>Concentrated periods of mental attention and the ability manage time effectively, whilst being exposed to conflicting demands.</p> <p>Physical movement of boats and trailers and other rowing equipment, loading and unloading.</p> <p>Physical presence on the riverside.</p> <p>Ability to attend residential visits.</p>		(i)
Other		
<p>Willingness to participate in learning and development.</p> <p>Committed to Queen Elizabeth High and HLT's ethos and strategic vision for the school.</p>	<p>Evidence of having undertaken learning outside of the work place.</p>	(a), (i)

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits