

JOB DESCRIPTION

JOB TITLE	SENIOR PERFORMANCE LIFESTYLE PRACTITIONER/COACH (MATERNITY COVER) (BRITISH ROWING – Women & Development Squads)
SALARY	£44,196 (pro rata)
GRADE	Grade E
HOURS	0.7FTE (3.5 days)
LOCATION	Great Britain Rowing Team (GBRT) National Training Centre Caversham. Delivery will be mainly in person with the possibility of some remote/virtual support to meet the needs of the sport. In addition, you may be required to travel nationally for appropriate and agreed UKSI in-person meetings and learning & development events.

ROLE SUMMARY

This Senior PL Coach role will provide the delivery and development of Performance Lifestyle support to world class programme athletes within GBRT, complimenting the strategical objectives of the sport and by working as part of an inter-disciplinary performance support team. Within this role you will be responsible for the holistic support and development of Olympic and Paralympic world class athletes across the whole Performance Lifestyle delivery framework.

The post holder will work directly with the Women's Olympic and Development squads and will work in close collaboration with GBRT's existing Senior PL Coach who works with the Men's and Paralympic squads to ensure that the delivery and development of the PL strategy is aligned and consistent across the sport. In addition, this role will take strategic lead responsibility for driving a collaborative approach to the support of athletes transitioning into, through and beyond the world class programme. This responsibility will ensure a proactive, best practice approach to rowers effectively transitioning between different levels of the programme and will ensure that when the time comes, rowers are fully supported in leaving the programme.

This role will therefore be responsible for leading and developing an innovative and specific GBRT transition strategy that supports individual rowers to adapt to change and meet the challenges associated with high level training and competition. This will include:

- Leading the review and development of an induction framework that will align and integrate with World Class Programme (WCP) central system induction.
- Co-ordinating the support, delivery and development of individual transition support plans that enable a proactive approach to supporting change as athletes move through stages and levels of the programme.
- Promoting and developing a proactive process for early and continual future planning and retention – fully accessing all available resources to support personal and professional development.
- Co-ordinating and driving collaborative individual transition support for rowers leaving the WCP that aligns and integrates with central system support via PL Futures team and the British Elite Athletes Association's alumni community to ensure that athletes are clear and confident about future support options.
- Drawing on current research, insight, understanding and practical experience from other sports (and industries) that are operating at the forefront of holistic development and support to optimise current and future delivery to GBRT.

As a senior member of the Performance Lifestyle team at UKSI you will contribute to knowledge development, aggregation and sharing across the organisation to support the development of world class Performance Lifestyle services and practice.

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KEY RESPONSIBILITIES

- In alignment with GBRT's strategic objectives, develop and deliver a sport specific Performance Lifestyle strategy that is bespoke to sport/athlete need and consistent with the Performance Lifestyle Delivery Framework and Principles (**see attached e-brochure**) drawing upon and interpreting available evidence, data, and insights to inform priorities.
- To work in close collaboration with GBRT's existing Senior PL Coach, PL Technical Leads, and other relevant members of staff in the development of the Performance Lifestyle strategy and ongoing delivery within GBRT
- Across the sport, lead the development and delivery of a collaborative, innovative and specific athlete transition strategy that ensures rowers join, move through and leave the WCP feeling well supported
- To provide proactive transition support to rowers upon leaving the programme and for a period of 6 months, ensuring all work and contact is recorded on PDMS in line with discipline guidance. This may include the coordination of multi-discipline team/wider NGB support and co-ordination of agreed processes
- In a pressured and demanding performance environment, lead and deliver high quality one-to-one and group-based support to meet high expectations of programme rowers, as appropriate and aligned to the UKSI Performance Lifestyle Delivery Framework and Principles
- As appropriate, actively liaise and communicate with coaches, colleges/universities and internal/external colleagues and senior stakeholders to facilitate world class holistic support and development for world class programme rowers. Seek, create, and establish career related industry networks and opportunities.
- Lead and support on agreed project work (e.g., More2Me – supporting athlete identity and holistic development beyond sport, PL auditing/profiling, Mental Health screening process) to meet and address emerging challenges and priority areas related to the ongoing development of PL delivery within GBRT
- Fully engage with and uphold all professional standards associated with UKSI PL Safe2Practice i.e. note keeping, confidentiality, training etc. (**see attached e-brochure**)

ROLE DIMENSIONS

REPORTS TO:

GBRT Head of Performance Support/ UKSI Performance Lifestyle Tech Lead

DIRECT REPORTS:

N/a

BUDGET ACCOUNTABILITY:

N/a

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KEY RELATIONSHIPS

- GBRT Athletes & Coaches
- GBRT Director of Performance & Head of Performance Support
- GBRT Performance Support Team
- GBRT MH & Well-Being working Group
- UKSI Mental Health team
- UKSI PL Head of service, PL Technical Leads & wider PL team
- UKSI PL Futures Team / BEAA Alumni
- Safeguarding Leads – GBRT & UKSI
- Employers (current and potential)
- University education contacts

PERSON SPECIFICATION

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
Degree level (or equivalent) in sports management, sports science or a discipline relevant to the management and personal development of high performing individuals; or significant experience of education systems or elite sporting systems from an athlete or coaching perspective	Essential	Sight of certificates / assessment of experience
Higher degree level (or equivalent) in sports management, sports science or a discipline relevant to the management and personal development of high performing individuals	Desirable	Sight of certificate
Professional coaching and mentoring qualification (level 7 equivalent) and/or individual accreditation (i.e. EMCC or ICF)	Desirable for Practitioner / Essential for Coach	Sight of accreditation
Mental Health First Aid qualification (MHFA)	Desirable for Practitioner / Essential for Coach	Sight of certificate
Level 3 Certificate in Athlete Personal Development & Lifestyle (TASS)	Desirable	Sight of qualification
Experience		
Extensive exposure to supporting high performance individuals/athletes and a track record of success in facilitating solutions which impact on well-being and performance	Essential	Application Interview References
Extensive experience of working within multi-disciplinary teams in the delivery of support services in a high-performance environment	Essential	Application Interview
Significant experience of supporting complex cases including individuals experiencing high levels of personal emotional distress and periods of poor mental health, including experience of facilitating appropriate referral support	Essential	Application Interview

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Significant experience of leading and developing strategy to improve the experience of athletes/other high performing individuals in transition and change	Essential	Application Interview
Extensive experience of providing 1:1 transition support and solutions to high level athletes or other allied high performing individuals	Essential	Application Interview
Significant experience of developing and implementing innovative ideas and putting them into practice, including working in an applied and integrated manner, collaborating with new and existing partners, colleagues and stakeholders to develop suitable tailored initiatives	Essential	Application Interview
Significant experience of designing/developing content, delivery and evaluation of education and personal development interventions for individuals and groups	Essential	Interview
Extensive experience of supporting individuals/athletes through impactful 1:1 coaching and mentoring	Desirable for Practitioner / Essential for Coach	Application Interview
Experience of navigating complex and highly pressurised working environments and cultures, establishing effective working relationships across a diverse range of stakeholders	Desirable	Application Interview
Significant experience in providing career development coaching, support and guidance resulting in tangible outcomes	Desirable for Practitioner / Essential for Coach	Application Interview
Exposure to World, Olympic or International level coaches, support services and athletes in competition or camp environment	Desirable for Practitioner / Essential for Coach	Application References
Knowledge and Skills		
A proven ability to think and act strategically – to create and communicate purposeful strategy and drive it forwards.	Essential	Application Interview
A proven ability to co-ordinate and engage people collectively to work towards a collaborative and shared outcome	Essential	Application Interview
Proven ability to effectively work in a truly collaborative and inter-disciplinary manner	Essential	Interview
A proven ability to ably deal with complex problems and issues with the ability to use appropriate judgement and initiative in decision making	Desirable for Practitioner / Essential for Coach	Interview

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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
An in depth understanding of the holistic needs of elite athletes and coaches in a high-performance environment.	Desirable for Practitioner / Essential for Coach	Interview
Well-developed interpersonal and communication skills, along with self-awareness and the ability to display empathy, build rapport and develop strong and productive relationships	Essential	Interview Assessment
Knowledge of coaching principles and frameworks with practical coaching and mentoring skills	Desirable for Practitioner / Essential for Coach	Interview Assessment
Strong negotiating and influencing skills	Desirable	Interview
A solid understanding of career development theory, transition theory and related support strategies	Essential	Interview
A good understanding of how UK further and higher educational establishments currently deliver education and the knowledge to create individual bespoke solutions	Desirable	Interview
Excellent organisation and prioritisation skills and the ability to proactively manage a large and diverse athlete caseload	Essential	Application Interview
Good working knowledge of best practice safeguarding and child protection practices	Essential	Interview
Understanding of and experience working with diversity and inclusivity awareness (cultures, languages, ethnicity, LGBTQ, religion, etc.)	Essential	Application Interview
Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification	Essential	Interview

If you do not hold the ILM Certificate qualification or an equivalent, an alternative grade will be offered.

END OF JOB DESCRIPTION