

Hadrian Learning Trust

JOB DESCRIPTION

Post Title:	Rowing Coach Assistant	Director/Service/Sector:	Children's Services
Band:	National Minimum wage	Workplace:	HMS and QEHS Part of HLT
Responsible to:	Lead Rowing Coach	Date:	May 2026
Job Description Ref:			

Responsible for: Supervising student and club volunteers under the Lead Coach's direction.

Job Purpose:

Lead on-water rowing sessions — weekday evenings and weekend mornings — and represent the Trust at events across the calendar. Keep every session safe — in full compliance with British Rowing's water sport safety standards.

Resources	Staff	Supervise students and volunteers; coach technique, deliver training, and drive performance development.
	Finance	None
	Physical	Boats, trailers, minibus, rigging/de-rigging and equipment upkeep; office kit; safe handling of personal data (addresses, student lists).
	Clients	Internal — teachers, coaches, staff, and pupils. External — parents, club volunteers, visitors, members of the public.

Duties and key result areas:

What you'll do:

- Coach sculling and sweep on the water — from first timers to national event level and GB trialists.
- Run and support land training sessions.
- Know and follow risk assessments and H&S guidelines, every session.
- Safety-check every boat before it leaves the dock.
- Monitor and report on athlete groups as required.
- Help keep the fleet and equipment running day-to-day.
- Take on other reasonable duties as needed.
- Support race-day and training camp planning.

The school is committed to safeguarding children and young people and expects all staff and volunteers to share that commitment. You must use the school's procedures to report any concern about a child's safety or wellbeing.

Duties are indicative and may evolve. Post-holders are expected to take on related work appropriate to nature, level and grade of the post.

Not every individual task is listed here, though the main duties are captured above.

You may be asked to take on similar level work that isn't specified here.



Stay professional and courteous with colleagues, visitors and students always.

We'll make reasonable adjustments to the role and working environment to support disabled applicants and employees.

Work Arrangements

Transport requirements:	Minibus and trailer usage
Working patterns:	Monday to Sunday – evenings and weekends (Weekend work is essential)
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		
Genuine passion for rowing. Current knowledge of rowing technique, S&C, launch driving and racing rules. Familiar with competitive rowing protocols. Confident with rigging and boat set-up. British Rowing Coaching Membership. Full UK driving licence.	HSAW First Aid (or equivalent). Coaching qualification. RYA Level 2 Powerboat. MIDAS or D1 training. Powerboat licence. British Rowing Level 2 or current equivalent.	(a), (t), (g)
Experience		
Proven coach of both sculling and sweep across age groups. Track record of working safely and professionally in a rowing environment.	Rowing coaching in an educational setting.	(a), (i), (g)
Skills and competencies		
Confident with ICT and specialist coaching kit. Works well with children and adults alike. Self-reflective; actively seeking out learning. Build strong rapport with pupils, staff and parents. Thrives as part of a dynamic school and rowing team. High personal and professional integrity; handles discretion and confidentiality with care. Confident and creative leading mixed-ability groups	Experience with educational ICT or management information systems. Must be able to use Microsoft packages.	(a), (i), (t)

in changing conditions.		
Physical, mental and emotional demands		
<p>Sustained focus and strong time management under competing demands.</p> <p>Moving boats, trailers and rowing equipment — loading and unloading.</p> <p>Active riverside presence in all weathers.</p> <p>Available for residential trips.</p>		(i)
Other		
<p>Eager to keep learning and developing.</p> <p>Aligned with Queen Elizabeth High and HLT's ethos and vision.</p>	Evidence of self-driven learning outside work.	(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