



BRITISH ROWING

Director of Performance

Job specification
October 2021

TEAMWORK | OPEN TO ALL | COMMITMENT



Job Title	Director of Performance
Reports to	Chief Executive Officer
Directorate	Performance
Location	The post holder will be based at the National Training Centre but requiring presence at BR Headquarters on a regular basis.

Job Purpose

Provide leadership, management, and strategic direction to all areas of the Performance Directorate and the GB Rowing Team (GBRT)

Key priorities

- Drive the delivery of the GBRT Performance Strategy (Olympic and Paralympic) and achievement of annual and quadrennial performance targets by enabling rowers to strive for and achieve international success.
- Build and maintain a culture that enables GBRT to achieve sustained success at the same time as valuing holistic wellbeing, leading by example.
- Have responsibility for the management of athletes and coaches - their well-being and their performance; their programme and their goals; and their training and their recovery.
- Line Manage the GBRT Senior Leadership Team, be responsible for GBRT's management, and support of all its staff in order to ensure suitable development and learning opportunities that allow them to flourish and achieve their potential.
- Be responsible for the annual high performance programme budget, ensuring successful funding applications, accurate and responsive forecasting and timely budget management (UK Sport and Sport England).
- Ensure, through long-term strategic planning and investment, that the Redgrave Pinsent Rowing Lake at Caversham remains a sustainable world class rowing facility and training centre.
- Ensure that the pathway into Caversham for aspiring athletes is clear, and that exits from Caversham - whether they come about by retirement or for other reasons - are carefully and considerately managed.
- Fulfil the role of Team Leader/Manager (or delegate as required) for the GB representative teams at World Championships, Olympic and Paralympic Games and international regattas, liaising with World Rowing, BOA and BPA as necessary.
- Work with the British Rowing Directors' Team to contribute to and help implement British Rowing's Strategic vision, encouraging cross-department collaboration in order to ensure that resources are maximised, efficiency is delivered, and the team works with a shared purpose.

Performance Leadership (responsibilities)

- Lead and manage the Senior Leadership Team to integrate and align excellent, evidence-based coaching and performance support (science and medicine, performance and data analysis, equipment, research and innovation, talent development, lifestyle and welfare support) as appropriate to each programme/stage of the pathway.



- Ensure best practice approaches to athlete selection/de-selection, classification (where relevant), and individualised planning and reviewing are in place throughout the pathway.
- Ensure best practice standards for athlete health, well-being, safeguarding and anti-doping are adhered to throughout the pathway.
- Ensure that 'Heads Of' functions and direct reports are resourced, supported and professionally developed to meet their objectives and deliver consistently in their roles.
- Ensure effective leadership and management of GB representative teams at World Championships, Olympic and/or Paralympic Games.

Organisational leadership

- Oversee performance investment processes with funding agencies, delivery providers and partners.
- Lead the SLT to create annual operational plans and detailed budgets for all areas of responsibility – including governance, legal aspects and the organisational health of the performance programme.
- Ensure strategy, plans and (working with British Rowing's finance team) budgets are robustly tracked and monitored, with regular reporting of progress against agreed targets/measures.
- Ensure that the pathway to Caversham and the GBRT is clear to clubs, athletes and coaches across the wider rowing landscape in Great Britain.
- Ensure British Rowing remains compliant with the BPA's UK Athlete Classification Code, line managing the British Rowing Head of Classification.
- Lead by example in championing core cultural values by ensuring that the organisation's commitment to equality, diversity and inclusion is embedded into the strategy, plans, actions and behaviours of everyone within the WCP.
- Inspire all staff to reach their potential by driving a culture of continuous improvement, learning and innovation at all levels.

Key Relationship Management

- Foster strong relationships with external bodies connected with the world of international rowing, expressly – but not limited to – World Rowing.
- Develop and maintain strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and programmes. Key relationships include: rowers, coaches, UK Sport, Sport England, EIS, BOA, BPA, UK Anti-Doping, Home Country Sports Councils and Institutes of Sport.
- Develop and maintain positive relationships with commercial partners, fulfilling agreed contractual obligations and contributing to future activation plans related to the GBRT.
- Maintain an open working relationship with all press and media, working with the CEO and the Director of Partnerships & Communications to ensure that the integrity and reputation of British Rowing is maintained at all times.

Relationship management (internal and external stakeholders)

- Report to the CEO on all aspects of the performance strategy and its implementation.
- Work closely with Selectors, the Performance Management Group and other relevant committees to ensure that strategic objectives are achieved.



- Actively contribute to the strategic direction of the wider NGB through collaborative working with the Board and Senior Executive.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.

Person Specification

Essential

- Proven experience of leading a large team operating in elite sport at the highest level, with either a strong rowing or Olympic/Paralympic high-performance background, or both
- Comprehensive understanding of coaching, sport science and medicine, technology, international competition and talent pathways
- Strategic thinker with highly developed planning, leadership and organisational skills, adept at managing significant change
- Motivated and results-orientated with the drive to take tough decisions, continuously raise the bar and achieve targets
- Proven track record of working with multiple partners, stakeholders and volunteers to achieve success – including working with public funding agencies and corporate partners and sponsors.
- Comprehensive understanding of broader business drivers that guarantees an ability to work at senior management and Board level
- Possess the resilience, stamina and flexibility that is evident from previous experience of working in high-pressure environments
- The ability to communicate ideas clearly and succinctly to both big and small groups, whether in writing, verbally, or through presentation
- Outstanding commitment to the development of the sport, and to Olympic and Paralympic ideals

Additional Information

Anti-Doping The post-holder is expected to be fully conversant with the core requirements of the WADA Anti-Doping Code and its requirement on coaches and Team Support personnel to set a good personal example in this field. When directly working with athletes the post-holder has a responsibility to inform them appropriately of the Code's application to them and to influence them in following a 'drug-free' culture.

Hours The post-holder's hours will be flexible to reflect the needs of the role and, while ensuring that an appropriate work/life balance can be maintained, will include time in evenings, at weekends and over public holidays. Standard working hours are 40



BRITISHROWING

hours a week, although flexibility is required in order to ensure core objectives are achieved. National and International travel will be required.

British Rowing is a membership organisation, funded partly by the Exchequer and by the National Lottery via Sport England and UK Sport. The organisation is responsible for the training and selection of individual rowers and crews representing Great Britain, and for the development and participation of rowing and indoor rowing in England. Rowing is one of the most successful British Olympic and Paralympic sports of all time, delivering 39 Olympic and Paralympic medals since Sydney 2000. We are committed to ensuring that the sport continues to thrive from the grass roots right up to winning medals at the Olympic and Paralympic Games.

Equal Opportunities

British Rowing is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.



Appendix: Performance Directorate Organogram

