



SCOTTISH
ROWING

COACH ACADEMY

RECRUITMENT PACK



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INTRODUCTION

The Scottish Rowing Coach Academy is a newly created program to support and develop young coaches within the Scottish Rowing network.

The Coach Academy is all about getting out what you put into it! At its core is a series of facilitated virtual forums to provide participants a space for critical reflection within their coaching practice. Participants will also be offered a range of opportunities to attend performance camps and shadow professional coaches from the Scottish Rowing network.

The aim of the program is to create a pathway for ambitious coaches to gain experiences they may not otherwise have access to in their home club, as well as giving them the credibility of having been involved in a centralised coach development program. Allowing them to develop their own coaching philosophy under the guidance of some of the best coaches in the country!

While Coach Academy participants will work centrally with Scottish Rowing, the expectation is that they take the knowledge and skills they develop and feed these back into their home club environment - raising the standard of the Scottish Rowing coaching workforce.

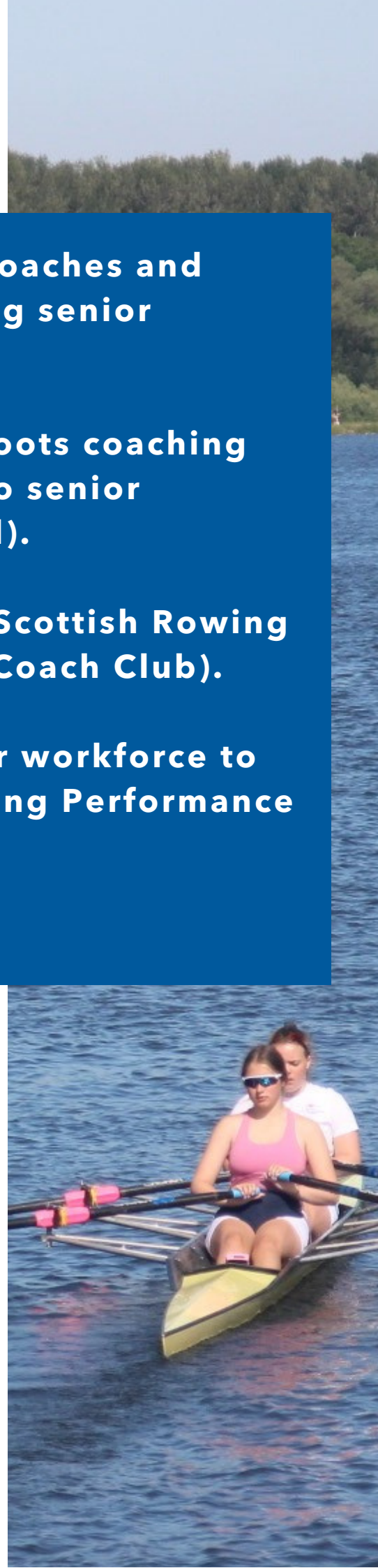


KEY OBJECTIVES

This year's key objectives are:

- **Creating a network of young coaches and connecting them to the existing senior coaching workforce.**
- **Raising the standard of grassroots coaching while providing a pathway into senior coaching roles (voluntary/paid).**
- **Spread awareness of existing Scottish Rowing coach support initiatives (eg. Coach Club).**
- **Building an engaged volunteer workforce to support existing Scottish Rowing Performance & Development activities.**

***These key objectives will be revisited every year and reflect priority areas identified by Scottish Rowing.**



WHAT THE COACH ACADEMY OFFERS

Online Engagement – the online “mastermind” sessions allow participants a space to reflect and develop their coaching approach. The optional 1-on-1s with a facilitator will also help them access the right opportunities and support their continued professional development.

Training Camps – Coach Academy participants will be given the opportunity to attend a number of Scottish Rowing organised performance camps across the junior and senior development pathways.

Shadowing Opportunities – The program is supported by twelve senior coaches from across the Scottish Rowing network who have agreed to mentor Coach Academy participants and let them join in on their sessions.



WHAT THE COACH ACADEMY OFFERS

Coaching Progression - Engaging with the Coach Academy through Scottish Rowing will give your CV a boost in addition to progressing your coaching - making you significantly more employable.

Other Opportunities - Coach Academy participants will be given a unique experience to be embedded within the governing organisation of the sport, this can lead to experiences and opportunities you wouldn't otherwise be able to access - such as assisting with the HIR coaching team.

The sky is the limit for those that make the most of the opportunity!



KEY DATES

Listed are the weeks in which the “mastermind” calls will take place - these will be scheduled around availabilities to ensure all participants can attend.

- 1 Week 1 - wb/ 23rd October
Introduction & Coaching Pathways
- 2 Week 2 - wb/ 6th November 2023
What does good coaching look like?
- 3 Week 3 - wb/ 20th November 2023
Coaching & Leadership styles
- 4 Week 4 - wb/ 4th December 2023
Creating your coaching signature
- 5 Week 5 - wb/ 18th December
Autumn Recap & Coaching Culture

WHO IS INVOLVED?

Led by Scottish Rowing's Pathways Manager, Ronan Welch, with support provided by the Performance Pathway Team and the Scottish Rowing coach workforce.



EXPECTATIONS

- Coaches commit to attending online forums throughout the year.
- A growth mindset, and desire to engage with opportunities.
- Commitment to put learning into action between camps.
- Compliance with planning, monitoring, and reviewing as necessary.
- A “can do” attitude!

“

I am really excited to see this program come to life! Coaches are critical to the continued development of rowing in Scotland and the Coach Academy is the first step in us developing the next generation of coaches.

”

INVESTMENT



Scottish Rowing has committed to fully funding this program recognising the importance of investing in the coaching workforce. Participants may incur minor expenses at times but wherever possible there will be no financial barrier to participation.

Whenever you are working on behalf of Scottish Rowing all reasonable expenses will be reimbursed.

Financial support is available in cases of hardship - please contact Ronan Welch for further details.

ELIGIBILITY CRITERIA

We are looking for up to twelve coaches who meet the following criteria:

1. Experience of coaching within a rowing environment
2. Candidates are ideally aged between 18 & 25*.
3. The candidate is aspiring to or would consider a senior coaching position in future (either voluntary or paid).

*Candidates are still encouraged to apply even if they are not within this age bracket.



ELIGIBILITY CRITERIA

Selection will be based on the following from the 2022-23 season:

- Attitude and likelihood to fully engage with the program.
- Your character (as demonstrated in the application form).

Development Coaches

Any applicants who are unsuccessful in applying for this program may still be supported in parallel with the Coach Academy through the Scottish Rowing Coaching Framework.

Therefore even if you feel you may not be of standard, if you are interested in the program you should still apply.

APPLICATION PROCESS

The application process for the 2023-24 Coach Academy opens on the 9th of October 2023, you can apply below:

[Application Form](#)

The application process has been kept as simple as possible and reflects how the Coach Academy is designed to be an entry level program.

The deadline for applications is midnight on Sunday the 15th of October.

Successful applicants will be informed by Friday the 20th of September.

For more information, or an informal conversation about the program, please contact Ronan Welch at:

✉ ronan.welch@scottish-rowing.org.uk

☎ [07712563471](tel:07712563471)





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