



SCOTTISH
ROWING

COACH ACADEMY 24-25

RECRUITMENT PACK FOR COACHES



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INTRODUCTION

The Scottish Rowing Coach Academy is designed to support and develop young coaches within the Scottish Rowing network. Now in it's second year, it is looking to build on the success of its initial pilot.

At the foundation of the new and improved academy programme is a greater emphasis on formal coach education to give the participant all the qualifications they need to become a fully fledged coach. These courses are supported through high quality coach development experiences including shadowing established coaches and attending Scottish Rowing Performance Program (SRPP) events. Learners are expected to be ambitious and proactive in their approach, ultimately the Coach Academy is all about getting out what you put into it!

The aim of the programme is to create a pathway for ambitious coaches to gain qualifications and experiences they wouldnt have access to in their home club, as well as giving them the credibility of having been involved in a centralised NGB coach development programme. Supporting them to develop their own coaching philosophy under the guidance of some of the best coaches in the country while diversifying our coaching workforce!

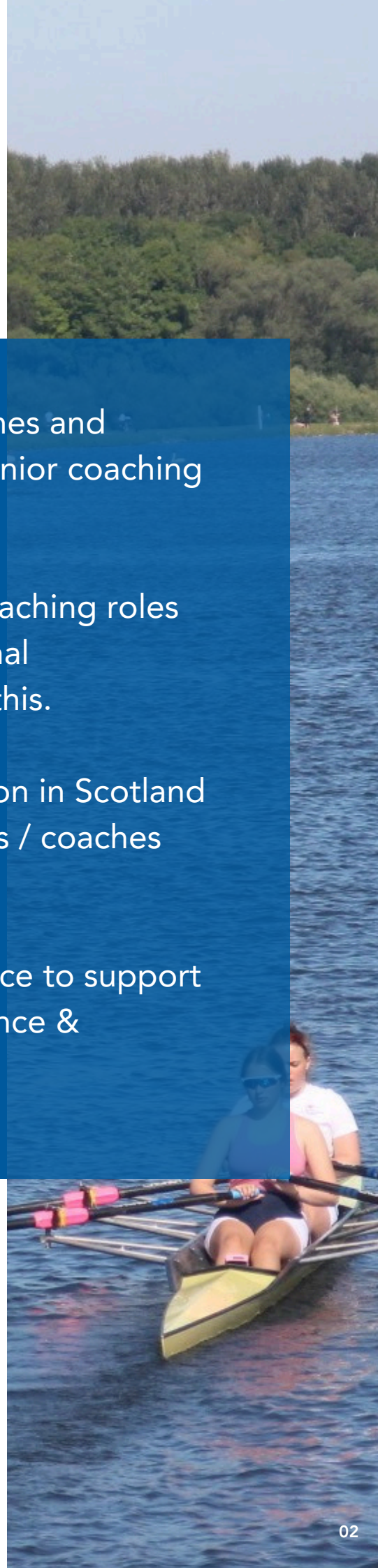


KEY OBJECTIVES

This year's key objectives are:

- Creating a network of young coaches and connecting them to the existing senior coaching workforce.
- Providing a pathway into senior coaching roles (voluntary/paid) and the professional qualifications required to support this.
- Diversifying the coaching population in Scotland with an emphasis on women & girls / coaches with diverse backgrounds.
- Recruiting and upskilling a 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

SR Coach Framework – This is a 1-2-1 coach development tool developed by Scottish Rowing in partnership with sportscotland. The framework identifies areas of strength and those requiring development- allowing the coach developer to create a bespoke program specific to the coach being mentored.

Coach Education – This year's program has a greater emphasis on gaining the key qualifications required to step into a paid coaching role, including the British Rowing Level 2 Club Coach, UKCC L2 S&C, and where required the RYA Powerboat 2 License. This has been done by investing more into the program as well as asking for a partial funding from the coach and their host club.



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.

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

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



TIME COMMITMENT

The Coach Academy is designed to be flexible around its participants, with webinars happening in the evenings and contact time being flexible around your personal schedule. However, on a few occasions you'll be expected to attend in person development opportunities.

1

Monthly Webinars -

Featuring experts from across the SR coachign network.

2

Coach Education Courses -

UKCC L2 Rowing & S&C, or RYA PB2

3

Coach Shadowing Opportunities -

Learn from our network of 15 senior coaches.

4

SRPP & Pathway Development Camps -

Residential opportunities to learn from the best.

5

Scottish Rowing Supported Events

Get involved with events of all types, from race control at champs through to coaching at HIR.

WHO IS INVOLVED?

Led by Scottish Rowing 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 programme recognising the importance of investing in the coaching workforce. All participants will be given a personal development grant* to support them through complimentary development and educational opportunities.



Whenever you are representing Scottish Rowing or assisting with key events, where possible all reasonable expenses will be reimbursed.

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

*Award amount may vary depending on final cohort size.

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:

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

Development Coaches

Any applicants who are not yet of Coach Academy standard will be supported through the Scottish Rowing Coaching Framework. Which delivers targeted development throughout the competition year.

Therefore even if you feel you may not be of standard but wish to engage with coaching CPD opportunities, you should still apply!

APPLICATION PROCESS

The application process for the 2023-24 Coach Academy opens on the **18th of September 2024**, 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 programme.

The deadline for applications is midnight on Sunday the 29th of September.

Successful applicants will be informed shortly after, no later than Friday the 11th of October.

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

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☎ [07712563471](tel:07712563471)





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