



St. Michaels Rowing Club

Limerick

Post Status:	2 Full Rowing Seasons 2019/2020 & 2020/2021. Starting 02.09.2019 - Finishing 10.08.2021
Location:	St. Michael's Rowing Club, O' Callaghan Strand, Limerick
Reports to:	Club Captain
Other Reports:	Head Coach and Rowing Sub Committee
Salary:	€26,000 – €30,000 depending on experience
Hours of Work:	37 Hours per week, evenings and weekends required (flexible hours required in line with the role)
Start Date:	September 2nd 2019
Closing Date for applications:	Friday August 23 rd at 5pm.
Apply to:	Club Secretary

Club Background

St. Michaels Rowing Club founded in 1901 and situated on the River Shannon in Limerick city is one of the premier rowing clubs in Ireland. As a club it caters to men and women in both competitive and recreational rowing and supports all members from age 12 and upwards. The club has a well-established record of success nationally and has produced athletes that have competed at national, international and olympic level. The clubs rowing programme is delivered by a dedicated group of volunteer coaches with support from club members via its club management structure. Members are fortunate to have available a well-stocked fleet of boats and equipment, along with two rowing locations. One city centre based and tidal and a second non tidal location, located just 20 minutes away.

Position Summary

SMRC is an ambitious club focused on providing the best possible rowing experience to all members along with developing nationally competitive squads and ensuring a satisfying and sustainable experience for all of its dedicated volunteer coaches. The clubs Mission Statement is

the promotion of excellence and competition in rowing at all levels, in a safe, respectful, competitive, supportive and inclusive environment.

The clubs 2018 - 2022 strategy sets out a clear pathway agreed by members that prioritises club membership, rowing excellence, governance and safety as the clubs priority development areas over this four year period. This position then is key in terms of building upon the clubs current level of success across these four areas. Working in partnership with the clubs coaching team and officers and reporting directly to the club captain and head coach this role will be central to the clubs goals in relation to club membership, rowing excellence and safety.

The main emphasis of the role will be

1. Coach competitive men's and women's squads from J14 to Senior delivering both land and water based training.
2. Involvement in the development and rollout of the clubs year 1 rowing programme.
3. Direct and continuous involvement in recruitment and talent identification along with community engagement
4. Boatmanship and other duties as required.

Standard Duties and Responsibilities of the Post:

Support the development, coordination, and delivery of competitive rowing in SMRC and in particular working in partnership with volunteer coaches supporting them and athletes in the delivery of a top class rowing programme.

Coordinate and deliver on specific goals in relation to athletic training and monitoring, targeted recruitment, talent development, safety, partner engagement and competitive success.

Coordinate and support relevant support volunteers, including hands on delivery in programs, initiatives and events when required.

Contribute to regular meetings with volunteer coaches, club officers, and others involved in this delivery, ensuring that all work is planned, measured and evaluated against agreed objectives.

Provide monthly written reports and regular updates to the Captain, Head Coach and Rowing Sub group.

Plan, coordinate and deliver relevant annual events and initiatives aligned to the role.

Ensure all activity is carried out in line with the club rules, policy and procedures.

Athlete & Squad development (70%)

Work with the competitive coaching team to develop annual training programmes and competition schedules for each of the clubs competitive rowing squads ranging from Junior 14 to Senior.

Deliver the land-based element (ergometer, strength and conditioning, etc.) with the above squads with the primary focus being division 1, division 2, and Junior 14, 15 & 16 squads.

Track the development of athletes against agreed outcomes (within club standards document), providing advice and feedback to coaches and individuals. Utilising club training and standards document to monitor develop and provide feedback on squads.

Utilise relevant sport science monitoring and testing systems to further the development of athletes.

Implements the clubs rowing philosophy, technical model and deliver water based training at both club locations with the above squads according to club requirements and the direction of the Captain.

Organise and deliver weekend water training that would be based out of both club locations.

Establish and coordinate summer and school holidays training camps that will ensure athletes receive maximum water time.

Take a lead role in supporting coaches in the planning, preparation, organisation and attendance at local, national and international rowing competitions.

Year 1 Rowing programme (10%)

Support volunteer coaches with the delivery of the year 1 rowing programme.

Provide training to new coaches and parents who wish to support year 1 rowers.

Delivery of land based and technical water sessions to Year 1 athletes.

Recruitment and talent pathway (10%)

Working in conjunction with the clubs rowing sub-committee establish successful partnerships with a long term focus with local schools, community groups and sporting organisations.

Contact and engage with prospective athletes, including carrying out tours and visits and engaging with parents where necessary.

Establish talent pathways into the clubs current junior squad system ensuring that talented athletes are identified, supported and managed with athlete welfare always central.

Working with the coaching team to identify ways to strengthen the clubs novice, intermediate and senior squads in particular expanding upon the clubs novice rowing programme.

Boatmanship (5%)

Manage overall rowing fleet ensuring boats are safe and properly prepared for training and competition. Ensure all rigging requirements are correct and boats have correct set up.

Conduct minor repairs as required.

Manage boat house, working in partnership with volunteer coaches on scheduling and usage of boats.

Other (5%)

Attend relevant events that support delivery of the role.

Ensure all club policies and procedures are adhered to at all times.

Provide support and attend relevant meetings on behalf of SMRC when required.

Carry out any other duties as directed by the Captain and Head Coach.

Person Specification

Essential:

Demonstrated consistently high standards of behaviour in safety on and off the water.

Demonstrated capability to teach and coach excellent rowing technique.

Minimum 2 years club coaching experience or experience working in a similar role and a proven track record in developing successful rowing programmes and squads.

High level of ability to work in partnership with others and in particular working within a voluntary coaching set up.

Proven understanding of the multidisciplinary elements of performance athlete support and the skill set and know how to develop and support junior athletes in realising their goals.

Knowledge and experience of specific training methods and programs relevant to the needs of high performance athletes and those with national and international aspirations.

Qualification in strength and conditioning to NCSC standard (or similar).

Current 1st Aid Qualification

Full drivers licence and own transport.

Garda vetting, child protection and health and safety awareness.

Desirable:

Educated to degree level in Sports Performance/Development or other relevant subject.

Additional qualifications in performance/elite sport specific areas such as psychology, nutrition, biomechanics, physiology, performance analysis or similar.

Experience as an athlete or coach in high performance rowing.

Knowledge of current research in sports performance and elite sport athlete development.

Experience of athlete recruitment and talent ID programmes

Knowledge and experience of delivering community programmes and events

Towing licence

Personal Attributes and skills: Essential:

Ability to manage and motivate people in particular those under 18.

Team player - approachable

Polite, courteous and diplomatic

Ability to show empathy and understanding

Aptitude and enthusiasm for problem solving

Possess an outward-facing approach and willingness to network

Flexible approach to working hours / duties

Passion for sport / exercise

High level of I.T skills

Excellent organisational skills

Attention to detail and accuracy

Excellent communication skills (verbal & written)

Ability to work independently and as part of a team

Selection process

In order to assist the selection process, applicants should submit a Curriculum Vitae and a Cover Letter (1x A4 page) to the Club Secretary, that specifically address the following points in their application.

1. Applicants must have at least 2 years' experience in a similar capacity. Applicants should clearly address this experience and how they obtained their knowledge in their application.
2. An understanding of supporting volunteers, coaching teams and athletes at a high standard. The applicant should give examples of involvement in this area and what the applicant has learned within this work.
3. Illustrate, through past examples, their ability to work on their own initiative