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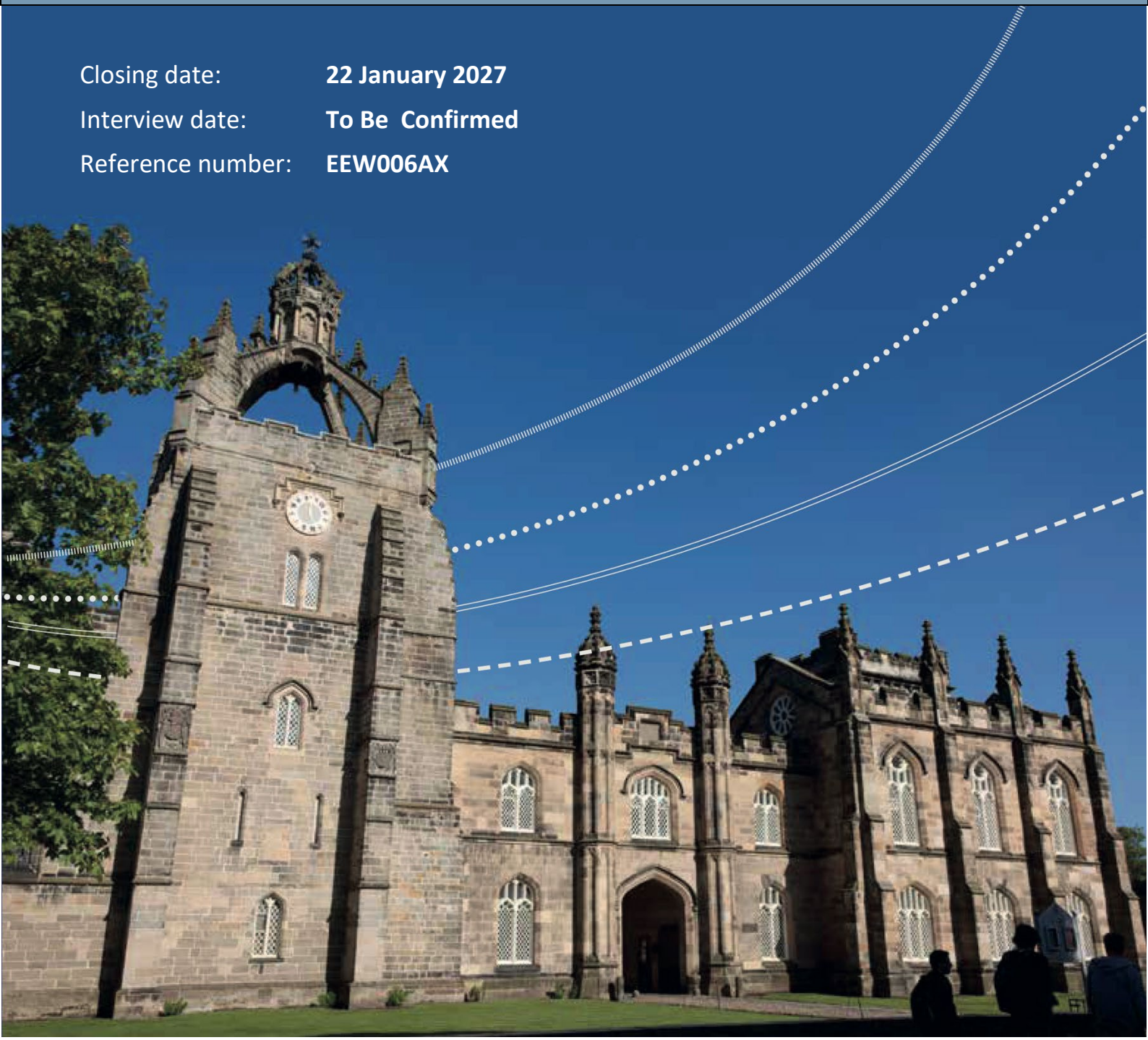
PERFORMANCE ROWING COACH

DIRECTORATE OF PEOPLE AND STUDENT SERVICES

Closing date: **22 January 2027**

Interview date: **To Be Confirmed**

Reference number: **EEW006AX**



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INTRODUCTION

The University of Aberdeen is looking to appoint an ambitious and experienced Performance Rowing Coach to lead and shape the senior performance programme at University Rowing Aberdeen (URA), a Scottish Rowing Performance Partner Programme at the forefront of the University's expanding high-performance environment.

Established in 2012, University Rowing Aberdeen has achieved success at GB Under 23 and Senior International level and is now looking to build on these achievements in the years ahead. The successful candidate will play a central role in driving performance standards, supporting athlete progression, and strengthening the club's long-term vision. Working closely with student athletes, university staff, volunteers, and external partners including Scottish Rowing, the appointed coach will be expected to foster a positive, ambitious, and high-performing environment that enables athletes to realise their full potential.

The post forms part of the Experience, Engagement and Wellbeing Team and will be line managed within the Sport and Exercise Team — a dynamic group of professional services staff and coaches who support the development of several performance programmes and sports clubs across the University.

The role will be primarily based at the Aberdeen Aquatics Centre, where office working and regular meetings will take place. The post holder will also travel regularly between the club's boat houses on the River Dee and the ergometer training facilities located on the Old Aberdeen campus to deliver coaching and programme activities. Attendance at training camps and competitions across Scotland and the UK will also be required.

This is an exciting opportunity for a motivated and forward-thinking coach to shape the future direction of University Rowing Aberdeen, contribute to the continued development of performance rowing within the Scottish university sector, and access valuable personal development opportunities within the Scottish Rowing and British Rowing performance pathway.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The primary purpose of the role is to lead the coaching and development of the senior performance end of University Rowing Aberdeen, while also supporting the wider athlete pathway and helping to ensure effective integration across all levels of the programme.

- Lead the URA senior performance squad, supporting athletes with demonstrable performance potential and a clear commitment to high-level competition.
- Coach athletes towards national and international competition.
- Support athlete development across the pathway.
- Work collaboratively with staff, coaches, and volunteers.
- Support athlete recruitment and retention.
- Attend training, competitions, and training camps.
- Contribute to the programme's operations, development, and strategy.
- Foster a positive high-performance environment.

KEY RESPONSIBILITIES:

Programme Leadership & Strategy

- Direct responsibility for planning, organising, delivering, and monitoring a performance environment in conjunction with staff at the University of Aberdeen, Scottish Rowing, and (where relevant) the **sport**scotland institute of sport.
- Work in partnership with the senior management group and URA committee to develop and deliver the strategic direction of the programme.
- Provide regular and effective reporting to the senior management group on programme performance, athlete development, operational activity, and strategic progress.
- Represent University Rowing Aberdeen and University of Aberdeen in a professional manner at all times.

Coaching & Athlete Development

- Design and implement high-quality coaching and training programmes that support athlete development, performance progression, athlete retention, and competitive success.
- Support the integration and development of the full rowing pathway, ensuring effective transition and progression opportunities for athletes across all levels of the programme.
- Monitor athlete performance, training load, and wellbeing, ensuring appropriate support mechanisms are in place.
- Support the development and mentoring of assistant coaches, volunteers, and student coaches within the club structure.

Competition Preparation & Performance

- Prepare crews and athletes for Scottish, UK, and international competition, including BUCS regattas and targeted national events.
- Contribute to the operational planning and administration of the rowing programme, including training schedules, competition planning, and equipment oversight.
- Attend competitions to provide coaching, performance support, and athlete management throughout training and racing activities.

Collaboration & Stakeholder Engagement

- Work collaboratively with athletes, student leaders, volunteers, other coaches, and university staff to create a positive, inclusive, and high-performance training environment.
- Maintain effective communication with the programme's partners, governing bodies, alumni, and extended rowing network where appropriate.
- Represent and advocate for University Rowing Aberdeen at all Committee of the Dee meetings, contributing positively to collaborative working relationships and the wider development of rowing on the River Dee.

Recruitment & Talent Pathways

- Contribute to athlete recruitment, retention, and talent identification initiatives in partnership with the University and external stakeholders.

Governance, Safety & Compliance

- Ensure all rowing activity is delivered in accordance with relevant health and safety procedures, safeguarding policies, and governing body regulations.

CANDIDATE BACKGROUND

Candidates must hold a Level 2 Rowing Coach qualification (or equivalent) and possess relevant volunteer and/or paid coaching experience within rowing. Applicants should demonstrate excellent communication and interpersonal skills, together with strong technical and specialist knowledge of rowing coaching and athlete development.

It is desirable that candidates have experience in the loading and unloading of trailers and the transportation of boats to training camps and competitions or demonstrate the willingness and ability to develop competence in these areas.

Suitable for a performance coach with a demonstrable history of advancing athletes to national level, or for an individual aiming to transition into a performance pathway environment with the support and mentorship of Scottish Rowing's Head of Performance.

TERMS OF APPOINTMENT

Salary will be at the appropriate point on the Grade 5, 60% of £33,662 - £37,369 per annum, pro rata and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

In accordance with the UKVI immigration rules, it is with regret that this role **DOES NOT MEET THE SALARY REQUIREMENTS** for sponsorship under the Skilled Worker route. For this role, the successful candidate must be able to demonstrate their right to work in the UK prior to commencing employment and obtain the right to work in the UK. Information on other visa options is available at *https://www.gov.uk/check-uk-visa*.



AT A GLANCE

SALARY:

60% of £33,662- £37,369 per annum, pro rata

GRADE:

Grade 5

HOURS OF WORK:

Part-time, 60% of full-time

CONTRACT TYPE:

Substantive

LOCATION:

Aberdeen

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Education/Qualifications Academic, technical and professional education and training	• Level 2 Rowing Coach qualification (or equivalent) • Good general education including English to standard grade (or equivalent) • RYA Powerboat Level 2 and experience of driving a launch (or the ability to achieve this within 6 months)	• Level 3 Rowing Coach qualification • Relevant First Aid certificate • University or college educational experience
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	• Demonstrable experience of coaching rowing (either paid or voluntary) and sound technical knowledge. • Ability to coach and manage performance rowing sessions • Excellent communication and interpersonal skills • Strong organisational and time-management skills • Good IT skills including Microsoft Office products/email	• Experience of working in a performance sport environment • Ability to provide progress reports against KPI's • Experience of representing and advocating for a club, programme, or organisation, with the ability to build positive relationships with stakeholders and promote the interests and values of the organisation effectively • Knowledge of the organisation and structure of British / Scottish Rowing • Knowledge of the organisation and structure of Higher Education student sport • Knowledge of Scottish sport bodies, including **sport**scotland and other relevant national governing and performance sport organisations

	ESSENTIAL	DESIRABLE
		• Knowledge of health and safety legislation (in particular, risk assessments)
Personal qualities and abilities e.g. initiative, leadership, ability to work on own or with others, communication skills	• Motivated, enthusiastic, ambitious and proactive, with the ability to inspire and support athletes and colleagues. • Demonstrable leadership skills and the ability to create a positive, ambitious, and inclusive team culture. • Genuine interest in enhancing the student experience • Committed to equality, diversity, inclusion, safeguarding, and athlete wellbeing.	• Experience within a performance rowing programme and/or working within a team of coaches, demonstrating the ability to coordinate coaching delivery, support staff development, and drive performance outcomes.
Other e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	• Ability to work alone and with others • Willingness to work irregular hours as necessary, including early mornings, evenings and weekends as required. • The successful candidate will be required to undertake a Disclosure Scotland check • Full driving licence with allowance to drive a trailer	• Experience of/ability to learn the loading and unloading of trailers and the transportation of boats • Knowledge of boat repairs and equipment maintenance

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open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation, and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges and inspires.



CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King's Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables[1] and 4th in the UK for overall student satisfaction[2].

[1] The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023

[2] National Student Survey (NSS) 2022

ABERDEEN 2040

On our 525th anniversary as a University we launched **Aberdeen 2040**, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.
- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.
- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.
- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances.

  We work responsibly.

OUR EDUCATION

Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH

Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen's Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.

INTERNATIONAL

Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students[3].

[3] Times Higher Education World University Rankings 2021



IMPACT

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals[4].

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland's best institution for environmental research[5].

[4] Times Higher Education Impact Rankings 2022
5 QS World University Rankings 2022

THE DIRECTORATE OF PEOPLE AND STUDENT SERVICES

The Directorate of People and Student Services at University of Aberdeen is responsible for enhancing the experience, wellbeing, and support of both staff and students across the University. The Directorate leads key services related to people management, student support, inclusion, wellbeing, professional development, and organisational culture, ensuring that staff and students are supported to succeed academically, professionally, and personally. Through a collaborative and people-focused approach, the Directorate helps foster an inclusive, supportive, and high-performing university community.

ABERDEEN AND ABERDEENSHIRE

Scotland's third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland's top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de-Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also one of Scotland's most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find out more visit www.visitabdn.com

EQUALITY AND DIVERSITY

The University values and celebrates a diverse working and learning environment and recognises the richness this brings, both in terms of contributing to the success of the University and creating safe and inclusive cultures. The University welcomes applications from individuals with diverse lived experiences.

The University supports flexible working, including hybrid working arrangements, and has policies in place to facilitate this where it is appropriate. The policies can be found at https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php.

The University is committed to progressing gender equality across all its functions and has been a proud member of the Advance HE Athena Swan Charter, achieving an institutional Bronze award, one Silver departmental award for the School of Psychology and eleven departmental Bronze awards. LGBTQ+ equality is championed through the University's membership of the Stonewall Diversity Champions Programme, where the University has achieved a Silver award in the Workplace Equality Index. The University is on a continual journey to respond to, and combat, GBV in our community and beyond. We are proud to be working towards the EmilyTest Charter, in partnership with the charity, EmilyTest. We all have a role to play in knowing how to signpost colleagues and students to support for gender-based violence, and training and support is available to all staff on this topic.

The University is signed up to Advance HE's Race Equality Charter, affirming the University's commitment to the Charter's aim of improving the representation, progression and success of staff and students who identify as belonging to a racialised group. The University launched its Antiracism Strategy in 2022, representing a bold framework for progress on race equality. Recognising the importance of addressing the under-representation of racialised groups in the senior team, the University's new Recruitment and Selection Policy embeds specific positive action measures to address this.

The University is delighted to be accredited as a Disability Confident employer and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment. The University's Wellbeing Strategy commits it to progressing work to tackle stigma related to mental health and action to promote and improve health and wellbeing for staff and students. Candidates who are British Sign Language (BSL) users can contact us directly by using contact SCOTLAND-BSL

The University's work on equality, diversity and inclusion is supported by a range of networks and engagement activities, designed to provide safe spaces and raise awareness of the support available and the steps everyone can take to create inclusive campuses.

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277

How to Apply

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is **22 January 2027**

Should you wish to make an informal enquiry please contact:

Gillian Kerr
Sport and Active Health Officer
University of Aberdeen
01224 43 8948
g.kerr@abdn.ac.uk

Please do not send application forms or CVs to Gillian Kerr

Please quote reference number EEW006A on all correspondence