



RADLEY

Head Rowing Coach

Radley College, Abingdon, Oxon OX14 2HR

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www.radley.org.uk/employment/working-at-radley

Culture and Background

Radley College is an independent boarding school of 765 boys situated five miles south of Oxford. Selective, but not ruthlessly so, the College is proud of its academic achievements both in and beyond the classroom. We care about results in all areas of College life – we believe very much in the pursuit of excellence and have high expectations of ourselves and the boys – but care even more about the development of the character of each Radleian: culturally, emotionally and spiritually. The hallmark of Radley remains its warmth, generosity and kindness. It is an extraordinarily busy and vibrant place: everyone in Common Room is expected to be fully involved in a wide variety of activities outside the classroom as well as in the pastoral side of the school. Further information about the school may be found on our website.

What makes Radley different from other schools? We are one of only three all-boy, full boarding schools in the UK. The school is on a single campus, with the majority of teachers housed either on the campus or across the road in Radley village. The school is set in beautiful grounds, surrounded by woods and playing fields and the village of Radley has its own church, shop, primary school and pub! It also has its own train station with links to both Oxford and London. We are rural but within easy reach of Oxford (10 minutes) and London (50 minutes).



Introduction

Radley College Boat Club is one of the top rowing schools in the UK and always features at the top of events such as the Schools' Head, National Schools' Regatta and Henley Royal Regatta. The 1st VIII is the club's flagship boat and this season they achieved 5th place at the Schools' Head and silver at National Schools'. The post-holder will look to continue and build on this history, striving for top placings at the three major events of the year, whilst supporting boys through the GB Trials process, ideally with a desire to continue their coaching internationally through the summer.

We have a proud history of international representation beyond the school, most notably with three current Olympians who will race in Paris 2024 and two current boys who became Junior World Champions last year in the Men's Eight. Success is not just seen through medals at junior level but by boys continuing to enjoy the sport well beyond Radley.

Radley College offers outstanding training facilities, including a picturesque 6 km stretch of the Thames, a top-tier fleet of boats, eleven coaching launches, a rowing tank, an ergo room, and a strength and conditioning centre.



The Role

The Head Coach will be a highly proficient technical coach with an excellent understanding of the rowing stroke and planning a training programme. They will be expected to fully buy into the ethos of sport at the College, which emphasises the values of sportsmanship and encourages widespread participation as well as the pursuit of extensive success at elite school level. They will work closely with Sam Townsend, Master in Charge of rowing, to deliver this provision to the whole senior squad, with specific emphasis on the 1st VIII.

The coach will have a proven and consistent track record of high performance at both national, and ideally, international level. They will hold a key role in maintaining and building on the school's reputation as one of the country's best rowing schools.

The coach will be a core member of the Sports Department and will be expected to play an active part in promoting Radley to feeder schools, attracting appropriately talented candidates to apply to Radley. This role in the Admissions process is a crucial element and will dovetail with the wider work of the Director of Sport in this area.



Specific responsibilities will include:

- Coach the 1st VIII to National level with an aim of winning the Queen Mother's Cup at National Schools' and the Princess Elizabeth Cup at Henley Royal Regatta.
- Create a competitive and fun environment for the senior squad to excel and progress in their rowing in harmony with their academic endeavours.
- Deliver outstanding coaching and feedback to all squads, with specific emphasis on the 1st VIII.
- Organise and coordinate training camps for the senior squad, including British Rowing Trials.
- Act as the liaison to the US and British universities that our students head to for rowing.
- Help develop coaches within the team through feedback.
- Have an excellent understanding of rigging and boat mechanics, including set up and use of the peach telemetry system.
- Provide transparent selection criteria for crews and individuals.
- Hold meetings when necessary with boys to provide constructive feedback.
- Make entries for main regattas and update information on the schools SOCS website ahead of events. (Training will be given.)



These key tasks are not intended to be exhaustive, but they highlight a number of major tasks that the post-holder may be reasonably expected to undertake.

Essential criteria

- Experience of rowing or coxing and coaching at a top competitive level.
- UKCC Rowing Level 3 qualification or equivalent qualification.
- Valid driving licence and trailering licence.
- Powerboat level 2.
- Strong team player.
- Excellent communications skills, both verbal and written.
- Ability to develop and execute training plans for both water and land training.
- Understanding of equipment and rigging.
- Good leadership skills, able to direct the squad.
- Organisational skills and flexibility.
- Ability to manage a range of fitness levels and technical abilities.
- Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety.



Desirable criteria

- D1 license plus towing
- Experience of coaching younger rowers
- Understanding of/experience coxing

The exact division of labour with the Master-in-Charge will depend on the person appointed and the development of this newly defined role over time. For the avoidance of doubt, however, it would be expected that the Head Coach would take the lead responsibility for the following under the oversight and with the assistance of the Master-in-Charge:

- Organisation of pre-season and holiday camps and tours;
- Coaching plans;
- Day-to-day equipment needs;
- Competition entries.

In addition to the above, it is expected that the post-holder will play a full role in the wider life of the College, assume the responsibilities associated with membership of the Common Room and carry out tasks as reasonably required by The Warden. The hours for the role are undefined, as is the case for all Common Room members, but it will involve regular early morning, evening and weekend work given the boarding structure of Radley. Involvement in pre-season camps, tours, and out-of-term competitions will be expected.

All the above should be carried out in accordance with legislation, and particularly the school's Safeguarding Policy.



Staff Benefits

- Highly competitive salary according to experience.
- This position comes with accommodation which is free of rent, council tax and water rates.
- Holidays – the usual College holidays, c 17 weeks per annum (although some Regattas will be during the school's holiday).
- The College provides a generous College sickness scheme and generous defined contribution pension scheme.
- Wellbeing – reduced membership of the College's sports centre and other sporting facilities, including a nine-hole golf course.
- Private Healthcare.
- Free Employee Assistance Programme.
- Free school lunches during term time.
- Death in service benefit.
- Free parking on site.

How to Apply

We have an increasingly diverse pupil intake and we are looking to increase diversity within our Common Room. We therefore encourage and welcome applicants from all backgrounds.

Applications can be submitted via the link on the school website www.radley.org.uk/employment.

The deadline for applications is 12 noon, Thursday 4 July 2024, but we reserve the right to consider applications as they arrive. It is expected that interviews will not take place until September 2024.

Safeguarding

Radley College is committed to safeguarding and promoting the welfare of its pupils and expects all employees to share this commitment. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 (as amended) and Keeping Children Safe in Education (as amended) and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements. All employees must attend appropriate training in accordance with College and local Safeguarding Board stipulations. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. They will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.

