



THE KING'S SCHOOL
CHESTER

Rowing Coaches – part time

Applicant information

Permanent and fixed term roles available



Willow
Lodge

Discovering the world



KING'S
JUNIORS

Igniting curiosity



KING'S
SENIORS

Seizing opportunity



KING'S
SIXTH FORM

Becoming exceptional

EVERY OPPORTUNITY. ENDLESS POSSIBILITIES.

About us



King's is an academically selective, co-educational independent school originally founded in 1541. Almost 500 years later, King's is a thriving, and forward-thinking school of 1170 pupils, considered to be one of the very best of its kind in the country.

Founded in 1887, The King's School Rowing Club has been training young rowers to success and has an enviable reputation as one of the country's top school clubs. Our boathouse is situated in the centre of Chester on the River Dee, and its excellent facilities are enhanced by experienced and professional coaching. Rowing is offered as part of the sports curriculum in Shells, and forms part of the curriculum from then on for those who wish to participate.

The King's rowers often compete in the top levels of school's competitions, and we have had many rowers go to Oxford and in particular Cambridge to join their excellent rowing traditions. We boast many ex-Boat-Race crew members in our Old King's Scholars, alongside National and Olympic squad members.

Further information about the school can be found on our website: www.kingschester.co.uk

THE ROLE AND OPPORTUNITY

From **September 2026**, we are looking for **2 - 3** motivated and committed **rowing coaches** to join our thriving programme and help drive the development of our rowers. These part-time roles (**8–20 hours per week**) include **two permanent** positions and **one fixed-term** opportunity.

As part of a supportive and aspirational coaching team, you will play a central role in developing crews both on and off the water across our boys' and girls' programme. This is a fantastic opportunity for coaches who are passionate about developing rowers and keen to progress their coaching within a high-performing environment.

The King's School has an ambitious program and the role of the assistant coach will be to support the head coaches in developing national/ regional level athletes. Skill, strength and athlete development will be at the core of the program. The successful candidate will preferably have experience of junior rowing and the requirements to support an athlete working their way through the ranks of athletes within the rowing club.

This is an exciting opportunity for an applicant to develop their coaching within an established team. The candidate will take a role in the coaching team, taking a shared responsibility in the vision of the rowing club and the full implementation of this policy, both in practice and theory.

Job Purpose

To coach and oversee the athletic development, performance standards, and operational success of the rowing program across a specific squad (J14, J15, J16 Boys, J16 Girls), ensuring sustained competitive excellence, athlete welfare, and long-term program growth.

To provide quality coaching on the water and in the gym to students in King's School Rowing Program. The successful applicant will be integral in developing the crews on and off the water within the school program, in leading engagement and success, and advocating for athletes within their squad.

RESPONSIBILITIES

Leadership and Collaboration

- With direction of the Head Coach and Director of Rowing, implement the long term vision and competitive strategy for particular rowing squad, in line with the overall vision and objectives of the school rowing program.
- Ensure all athletes in the program have the opportunity to develop their skills and are aspiring to improve their rowing ability.
- Uphold a culture of engagement and wellbeing, technical development, discipline, grit, ambition, and a continued pursuit of squad and personal excellence.



Coaching

- Under the direction of the Head Coach and Director of Rowing, implement the training plan to the highest standards, ensuring quality technique for all athletes.
- Demonstrate a high level of organisational qualities, including data collection and analysis.
- In conjunction with the Head Coach and Director of Rowing, provide advice for selection for events, following the published Selection Policy.
- Be able to prioritise tasks within definable constraints.
- Manage his/her time effectively.
- Be able to work well within school coaching team structure.
- Be able to work irregular and long hours and have the capacity to travel to camps and competitions for extended periods.



Technical Knowledge

- Possess a high knowledge of the rowing stroke.
- Possess a high sports science understanding with appropriate technical knowledge in rowing.
- Have the ability to motivate young rowers to develop their strength and skills.
- Have a positive and inspirational approach to the development of the performance and welfare of the rowers.
- Understand the limitations and strengths of working within a school rowing program.
- Be able to review and evaluate critically his/her own work and that of others and to express ideas both orally and in writing in good English.

Communication

- Excite and enthuse young rowers to enjoy the sport and aspire to achieve their best. Express ideas in a clear and persuasive manner. Convince and communicate with others by having the ability to consider the view of others, to adapt style of communication and to have an aptitude for active listening.
- Understand the nature of school aged athletes, and the dynamic nature of school rowing programs.
- Talk with clarity and credibility in individual and group situations, and in good English.
- Develop and foster long term working relationships.
- Interact well at all levels with rowers, coaches, and team support.
- Be innovative while working successfully within a team framework to achieve the team goals.

Duties

- Coach on and off the water for their specific squad before school, during games, after school and at weekends.
- Support the Director of Rowing/Head Coach in the running of school based sessions for the full club.
- Attend the required events linked to the specific squad programs (including overnight)
- Attend in school training and out of school meetings as requested by the Director of Rowing

Requirements

Specification

(E) Essential / (D) Desirable

- Have a full clean driving licence (D)
- Have a proven track record with junior rowing or a similar circuit (E)
- Licence to drive minibuses and tow trailers (D)
- UK Sport rowing coaching Level 2 or 3 (D)

SALARY AND BENEFITS



We have hours available between **8-20 hours** per week within the core hours of offered on a permanent basis or fixed term basis.

In return you will receive some truly excellent benefits and have access to promotional discounts:

- Actual salary **£15,690 per annum (for 20 hours)** , a full time equivalent salary of **£29,027** per annum
- Free staff lunch on the days you work, during term time
- Scottish Widows Group Personal Pension Plan
 - Personalised industry expert pension advice
 - 3 x death in service Benefit
- Fee remission, where applicable and according to eligibility
- Free use of the school gym and swimming pool
- A suite of termly staff celebrations and wellbeing initiatives
- Topical health and wellbeing advice
- Employee assistance programmes to support you personally and professionally
- Discounted group private health with BUPA
- Optical support
- A comprehensive further study programme
- Access to a cycle to work scheme
- Access to a salary sacrifice electric car scheme
- Invites to parenting webinars on key topics
- Free access to school productions, speakers and events
- Free onsite car parking



THE PROCESS

Candidates for this post should apply via TES or by sending completed application forms to recruitment@kingschester.co.uk

Closing Date – 9am Wednesday 3rd June

Interview w/c 8th June

Please note a curriculum vitae (CV) will **not** be accepted in place of the completed application form but can be accepted in addition.

The Director of Rowing, Nick Wells, is available to discuss the role informally with prospective candidates and can be contacted via NDW@kingschester.co.uk

For more information and to apply using our application form, please see the schools website.

This job description does not define in detail all responsibilities and the responsibilities and activities in the job description may be varied to meet the changing demands of the school at the direction of the hiring manager.

The role is deemed to be in regulated activity with a high level of contact and responsibility for children on a day to day basis.

We take pride in our outstanding reputation, and we know this is built largely on the excellent commitment and wide-ranging abilities of our staff. We are committed to promoting a diverse and inclusive workforce and we strongly encourage candidates from all different backgrounds to apply.

IMPORTANT - The King's School is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are required to undertake screening relevant to the post, including checks with past employers and the Enhanced DBS check. In line with our commitments to safeguarding, the King's School uses preferred agencies and is unable to work with any agencies where Terms of Business have not been agreed by both parties prior to an engagement. Our Child Protection and Safeguarding policy can be found on our School Website.



RECRUITMENT GUIDANCE NOTES

TERMS OF APPOINTMENT

Under the Department of Education's Keeping Children Safe in Education (KCSIE) Regulations we have a legal duty to undertake the following safer recruitment checks. Therefore, any appointment will be subject to the following:

EMPLOYMENT CHECKS

- **Application Form:** All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. Note: CVs alone are not accepted.
- **References:** To assess candidates' suitability, we shall request at least two references, one of which should be your current or most recent employer. Please ensure you provide all details requested for each referee on the application form.
- **Right to work in the UK:** If you are invited to attend an interview you will be asked to bring three forms of identification with you to confirm your right to work in the UK (this will be used to apply for your DBS if successful). Examples of acceptable forms of ID will be detailed in your invite to interview email.
- **Evidence of qualifications:** If you are invited to attend an interview you will be asked to bring evidence of the qualifications listed on your application form.
- **Medical Fitness:** If successfully appointed, you will be asked to complete a medical questionnaire and signed declaration of medical fitness to work. The School reserves the right to require you to undergo a medical examination if it deems this necessary which would normally involve seeking your consent for a referral to occupational health.
- **DBS Disclosure and other checks:** If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed criminal convictions. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

If you have spent time abroad for 3 months or more in the last 5 years you will be required to obtain an overseas check from that country. It is the candidate's responsibility to obtain this, however, the school will support the successful candidate through this process.

In addition we will check for any prohibitions, sanctions and restrictions that might prevent candidates from working with children or young people, or taking part in certain activities or working in specific positions.

- **Online Searches:** As per the KCSIE regulations September 2022 update, an online search for all candidates shortlisted for interview must be conducted.