



Job title	Head Coach – Mansfield College Boat Club
Department	Boat Club
Location	Mansfield College, Mansfield Road/off-site
Salary	£16,000- £20,000 based on experience
Hours	Varied across the year; up to 25 hours in peak term
Contract type	Part Time, Fixed Term for one year but could be renewed up to a maximum of 3 years
Reporting to	Boat Club President

The role

Mansfield College Boat Club is looking to appoint a Head Coach who will begin in the 2025/26 academic year. MCBC is a friendly and inclusive club, with definite potential on both sides. Several members in recent years have gone on to train with and represent the University. We pride ourselves on our enthusiasm and team spirit and subsequently have many committed returners this year – providing the potential for a very successful year of racing.

The role involves coaching the top boats for MCBC (the First Open VIII and the First Women's VIII). It will also require coordinating with the assistant coach(es) to effectively train up novices and ensure the boats are competitive. The Head Coach should take a genuine interest in the success of the Boat Club and be prepared to dedicate significant time and energy towards it.

Responsibilities

- Available to coach 12 sessions a week, including outings and land training (ergs, tanks, strength & conditioning) during term time: 12th October–6th December 2025; 18th January–14th March 2026; 26th April–20th June 2026.
- Be available to coach for the full academic year 2025–26 (likely to include training camps outside of term time), mainly morning sessions (off the water by 8:30am) and weekends, with a shift to evenings around April
- Be available and open to continuing the coaching role for an additional two years if mutually agreed
- Create on and off water training plans for term time and vacations
- Positive coaching style providing constructive feedback to rowers and coxes
- Be available for bank-riding at major college rowing regattas (typically just after halfway through terms 2 and 3)
- Work well with the rest of the coaching team and boat club committee (e.g. setting outings and crew selection)
- Meetings every term with the President to report on progress; at the end of the year the Boat Club's Senior Member will be present at this meeting.



Selection criteria

Essential selection criteria

Experience

- Proven experience coaching competitive crews at club, university, or higher levels.
- Experience developing rowing programs and seasonal training plans.
- Demonstrated success in athlete development and performance improvement.

Leadership & Management

- Strong leadership and team management skills, including the ability to motivate and manage athletes, assistant coaches, and volunteers.
- Experience in managing training squads with varied levels of ability.
- Ability to plan and deliver training camps, races, and logistics.

Technical Knowledge

- Deep understanding of rowing technique (sculling and sweep), rigging, and equipment maintenance.

Safety & Welfare

- Commitment to maintaining high standards of health, safety, and welfare on and off the water.
- Understanding and enforcement of water safety regulations and club policies.

Planning & Organisation

- Strong organisational skills with the ability to plan sessions, regatta schedules, and long-term development programs.
- Ability to manage time and resources efficiently.

Commitment & Availability

- Willingness to commit to early mornings, weekends, and travel to regattas or training camps.
- Long-term vision for the growth and success of the club.

Desirable selection criteria

- Familiar with bumps racing
- Ability to help train and coach novice and returning coxes
- Coxing ability

Coaching Qualifications

- Recognised national or international rowing coaching qualification (e.g. British Rowing Level 2 or above).
- Valid first aid certification



Terms and Conditions Summary

Appointment: This is a part-time, fixed term appointment initially issued for year but with potential to be extended up to 3 years. The appointment will be conditional on receipt of evidence of right to work in the UK documentation and satisfactory references and a satisfactory enhanced DBS check. Potential applicants should note that this advertisement does not satisfy the requirements of the UK Home Office in relation to a sponsorship for a visa.

Probationary Period: There will be a probationary period of 6 months. Only after successfully completing this probationary period will the appointment be confirmed.

Notice Periods: During the probationary period, the post-holder's employment may be terminated by either side on one weeks' written notice. Once the appointment is confirmed, the period of written notice will be 1 term.

Benefits

- Generous Paid maternity/paternity/adoption/parental leave
- Employee assistance programme (EAP) with Health Assured
- 1 annual subscription fee for membership to a professional body
- Subsidised bus pass loan, season ticket rail loan
- Eye Care subsidy for DSE users – free eye test and a contribution towards lenses.
- A childcare salary sacrifice scheme
- Free Gym, Swim & Track access for college staff at Iffley Road, discounts for spouses & partners cohabiting
- Bonuses for performance in Bumps racing
- Free Boat Club Dinners after Torpids and Summer Vills.

Pension: The post-holder will be automatically enrolled in the University of Oxford Staff Pension Scheme OSPS unless they notify the College otherwise.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated.

How to apply

If you would like to apply please upload your CV and a cover letter or supporting statement as PDF files via our website: [Work for Us – Mansfield College](https://mansfield.ox.ac.uk/work-for-us)

For enquiries regarding the post please feel free to contact the Boat Club President at lucinda.lansdown@mansfield.ox.ac.uk

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.



As part of your application you will be asked to provide details of **two referees** and indicate whether we can contact them now.

All applications must be received by 12 midday UK time on the closing date stated in the online advertisement.

If you need help

For general support enquiries on how to apply for the role, please email

vacancies@mansfield.ox.ac.uk

Please note that correspondence on application progress will be via email. **Please check your spam/junk mail** if you do not receive an email.

Important information for candidates

Equal Opportunities

Mansfield College and the University of Oxford are equal opportunities employers and welcome applications from all suitably qualified candidates. Mansfield actively welcomes diversity amongst its staff and students and all reasonable adjustments will be made to the recruitment process, working arrangements and/or environment to accommodate applicants with any form of disability. Applications are particularly welcome from Black, Asian, and Minority Ethnic candidates, who are currently under-represented in college posts at Mansfield.

Please let us know if you believe there are any reasonable adjustments we should be making to assist you with your application. If you feel that you have a disability which may affect your application, please let us know.

Please also let us know of any reasonable adjustments that we would need to make for you to attend an interview.

To comply with UK employment legislation the successful candidate will be required to provide documentary evidence of his or her eligibility for employment before starting work with the College. Potential applicants should note that this advertisement does not satisfy the requirements of the UK Home Office in relation to a sponsorship for a visa.

Data Privacy

Please note that any personal data submitted to the College as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see: [GDPR Framework | Mansfield College, Oxford](#)

About Mansfield College

Mansfield College is one of the 39 constituent colleges of the University of Oxford. It has around 250 undergraduates; this relatively small size engenders friendly and close relationships not only among students and tutors, but across the whole community at the College.

mansfield.ox.ac.uk
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Mansfield is one of Oxford University's most exciting, open and forward-thinking Colleges. Proud of its non-conformist history – the College was originally founded to provide theological training for 'dissenting' ministers of the church – today the College teaches a wide range of subjects across many disciplines, and is a model for access to higher education, and exemplifies how social and intellectual diversity enriches an academic community.

We think that Mansfield is everything an Oxford college should be in the twenty-first century: historic, beautiful, centrally located in the city, and a leading light on widening access to Oxford University. After two decades of pioneering outreach work, the College today has the highest intake of undergraduates from state-funded schools in the UK; from disadvantaged backgrounds; and one of the most diverse communities of all the Oxford colleges in terms of the social, educational and ethnic backgrounds of its students. At the same time as remaining true to its founding principles of freedom of conscience and educational access, the College is rightly proud of its strong academic results.

The College offers a rich and exciting range of extra-curricular activity – from drama, play-readings and music, to creative writing and visual arts, to sports and discussion groups – and has a thriving Junior Common Room (for undergraduate and visiting students) and Middle Common Room (for graduate students). The Principal arranges free public talks by a wide range of high-profile speakers every week during term time, and these attract visitors from across the University and the City.

The College is also home to the Bonavero Institute of Human Rights, within Oxford University's Law Faculty, which was opened by the late Secretary-General of the United Nations, Kofi Annan, in 2018. The Institute is a perfect reflection of the spirit of the College: plural, broad-minded, and respectful of the dignity and worth of all.

Mansfield's Principal, Helen Mountfield KC, is an internationally renowned constitutional, administrative, human rights and equality law specialist. As one of the UK's leading KCs, she has argued cases in the Supreme Court and European Court of Human Rights.

In 2021, Mansfield was recognised as a university College of Sanctuary by the UK charity City of Sanctuary, after demonstrating an ongoing commitment to nurturing a culture of inclusivity and awareness on campus for those seeking sanctuary (which includes refugees and asylum seekers), as well as in the wider community.

Detailed information about Mansfield College may be found at www.mansfield.ox.ac.uk.

