

Candidate Brief

Inclusive Programmes and Impact Manager

Nottingham



Bedford



Peterborough



About Love Rowing

Love Rowing is the Charitable Foundation of British Rowing. British Rowing is the national governing body for the sport of rowing in England, responsible for promoting and developing the sport at all levels, from grassroots to high-performance.

Love Rowing has a clear mission – to transform lives through increasing access to the sport of rowing and its inherent benefits. Love Rowing raises funds for rowing programmes across the UK. Its projects bring more disabled people and more young people from deprived areas of the UK into the sport. So far Love Rowing has supported 80 projects and over 12,000 beneficiaries.

Significant new funding for Love Rowing has recently been confirmed by The Westminster Foundation titled “Rowing to Success”. This exciting new project, based in Chester, now requires Love Rowing to grow its project management and impact management capability. This is an exciting moment and the first step in ambitious plans to scale over the next five years.

A Snap Shot of our Achievements April 2024-March 2025



"We have the ability to change a person's life through rowing"

For more information about our impact click [here](#)

The Role

Post: Full-time (40 hours per week)

Salary: £35,000 per annum

Contract: Fixed-term for 5 years (subject to annual review)

Location: Home based with regular reimbursed travel to offices in Hammersmith, London and to the flagship “Rowing to Success” project in Chester and other sites around the UK.

Love Rowing and British Rowing are supporting inclusive and accessible projects with increasing success. The purpose of the role is to lead all project and impact management for ongoing Love Rowing, and support British Rowing to measure the impact of their funded projects and interventions. A key part of this is monitoring, evaluation, assessing impact and learning from and across the inclusive and accessible rowing projects.

This is a newly created position reporting to Rebecca Gibson, Foundation Director, Love Rowing, there is a dotted reporting line to Nathaniel Reilly-O'Donnell, Director of Pathways at British Rowing.

Priorities for this role:

- To ensure the successful delivery of “Rowing to Success” in Chester (funded by The Westminster Foundation through Love Rowing) – 40% of role
- Working with colleagues at British Rowing, establish a new reporting process that generates the insight and evidence funders, partners, clubs, and colleagues need to understand project impact and shape what we do next – 40% of role
- Deliver Love Rowing impact assessment and project support across all our projects to satisfy process, governance of grant giving and impact reporting for the charity and our funders – 20% of role

The Person

The successful candidate will demonstrate the aptitude to lead complex projects, working with multiple stakeholders. Communication and planning skills are core to this role, as well as the ability to prepare effective and compelling impact reports.

Required experience and track record in:

- Oversight of funded projects and grant management that enable young people to have a voice, be heard and succeed through youth work principles.
- Delivery of projects values at £100,000+ from start to finish, including delivery through community organisations and volunteers
- Knowledge, understanding and the practical application of the principles of equality, diversity and inclusion.
- Conducting due diligence, monitoring project spend, ensuring deliverables are met, evaluating impact, managing contracts, reporting on project progress, and maintaining accurate records.
- Data management - qualitative and quantitative - including ethical and honest data gathering, data cleansing and delivering accurate numbers and feedback for reporting.
- Experience of charity governance or working for a charitable organisation (desirable rather than essential).

Skills and personal attributes must include the ability to:

- Manage complex projects and uncertainty through forward planning and excellent communication with stakeholders.
- Use initiative and, also, know when to refer for advice. Apply judgement and attend to detail appropriately for the situation and risk.
- Develop relationships and partnerships with a range of stakeholders, including co-creation, conflict resolution and facilitation.
- Put people at ease, demonstrating empathy and interpersonal skills.
- Passionate and ambitious about achieving inclusion and accessibility for disadvantaged communities, disabled people and young people from lower socio-economic backgrounds.

Other Information

- This role requires **flexible working hours**, including some evenings and weekends. The role is subject to a **DBS check** and regular safeguarding training.

How to Apply

To apply, please send a CV and supporting statement. Please email to info@loverowing.org. **If you are unable to apply online, please contact Leanne Masterton on 07733267250.**

Timetable: week beginning

21/10/25: 12noon - applications close

02 & 09/11/2025: 1st Round Interviews (30min VC)

16/11/2025: 2nd Round Interviews (60 mins)

23/11/2025: “fireside chat”(30min VC)

30/11/2025: Final face to face panel interview

Our commitment: We are an equal opportunities employer and actively encourage applications from individuals of all backgrounds, including ethnically diverse communities, disabled people, LGBTQ+, or from other underrepresented communities.

We are committed to building a team that reflects the diversity of the communities we serve and to creating an inclusive environment where everyone can thrive. If you require any adjustments during the recruitment process, please let us know—we’re happy to support you.

Personal data statement: Personal data In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/ application documentation will be understood by us as your express consent to process this information going forward.