

27th November 2008



## British Canoe Union Endorsement Requirements for the Points Based System Tier 2 and Tier 5 Sport

The Scottish Canoe Association, Welsh Canoe Association, Canoe England, Canoe Association of Northern Ireland and GB Canoeing have been consulted in drawing up the Endorsement requirements.

The requirements will be reviewed annually.

The criteria apply to extensions and changes of employment and initial applications.

### Requirement for sponsors

Sponsorship requests will only be accepted from the British Canoe Union, Canoe England, Scottish Canoe Association, Welsh Canoe Association, Canoe Association of Northern Ireland or clubs and activity centres affiliated to one of these bodies.

### Criteria For Coaches

Coaches should have a minimum of 3 years technical coaching experience at World Level (World Championship or Olympic Games) and provide evidence of delivering finalists at World Level (Junior, Under 23 or Senior).

The ability to communicate effectively in English (in writing and orally) is essential.

Individuals will hold National Coaching qualifications and will need to undertake health and safety and first aid qualifications and an awareness of child welfare issues.

### Other Non Coaching Roles

The BCU will consider applications for other non coaching roles which will make a significant contribution to the development of the sport in the UK (e.g. team manager) on an individual discretionary basis.

Factors to be taken into account when making a discretionary decision will be:

- The individual's record and reputation in canoeing
- Qualifications held

- Relevant experience in a similar job role which should usually be at least three years
- Where the individual comes from outside the sport whether they bring new knowledge and experience which has the potential to improve the domestic sport and have transferable skills.
- The financial package offered to the individual, in particular whether it is sufficient for the individual not to have recourse to public funds and whether it is compatible with market rates in the UK.

The BCU will not endorse applications for individuals where it is considered the application is an attempt to circumvent the requirements for Coaches. Decisions will be made by a BCU sub-committee who will consider written applications from the organisation concerned which must include full and complete job descriptions. Should permission be granted the BCU will monitor the individual's activities against the job description which has been submitted.

The sub-committee will give written reasons for their decision. The sub-committee's decision will be final.

### Length of Issue

As a Sponsor - Tier 2 or Tier 5 - for 4 years

Migrant Tier 2 Sport

- Initial application - length of contract or up to 3 years maximum, whichever is the shorter period
- Extension application - length of contract or up to 2 years maximum, whichever is the shorter period.

Migrant Tier 5 sporting

- length of contract or up to 12 months, whichever is the shorter period.

### Salary

The salary is usually agreed as part of the contract between the individual and the employer. This should be at least equal to those normally given to a 'resident worker' for this work.

### Advertisement of the Job

All jobs should be advertised before an endorsement is issued. Advertisements should be placed on the websites of the BCU and ICF (International Canoe Federation) and in ICF publications.

### Dispute handling procedures

The review and dispute handling arrangements will be placed before a BCU sub-committee comprising of BCU President, Chief Executive and Director of Operations.

### Further information

Contact details for queries – Director of Operations, British Canoe Union, 18 Market Place, Bingham, NG13 8AP.

The Endorsement Requirements will be published on the BCU web site –

[www.bcu.org.uk/about/job-vacancies/](http://www.bcu.org.uk/about/job-vacancies/)