

06 November, 2025

From:
Motokuni Ishimaru
Director of Performance Development Headquarters
Japan Rowing Association

Open Application for the National Team Head Coach

The Japan Rowing Association (JARA) invites applications for the position of National Team Head Coach, responsible for planning and implementing high - performance training programmes to enhance Japan's international competitiveness. Those interested are requested to apply according to the following guidelines.

This recruitment aims to strengthen Japan's performance towards the Los Angeles 2028 Olympic Games through a consistent coaching structure across senior, U23, and U19 categories. JARA calls for the Head Coach, who will be serving as on-site supervisor of the National Team, according to the Strengthening Strategy of JARA.

Details

1. Number of Positions

Head Coach: 1 person

2. Main job description

- To develop and implement training and development plans for all national team categories (Senior, U23, U19), evaluating annual strengthening plans and training programmes
- To oversee instructions for coaching staff (national coaches, U23 coaches, U19 and EA coaches, etc.)
- To direct teams and manage operations during international competitions and domestic training camps
- Optimization of training programs applying medical and science support and intelligence strategies as well
- To improve work, applying a continuous improvement approach (Plan–Do–Check–Act cycle) in cooperation with the High-Performance Director and scientific staff.

- Evaluating rowers in national team and those in development candidates
- To select crews and organize teams competing in international races/regattas at the relevant period
- To oversee supporting the organized teams, especially in arranging these teams and in clarifying procedures in selecting these teams as well, collaborating with the High-Performance Director

3. Applicant Eligibility and Ideal Candidate Profile

JARA calls for the Head Coach according to the ideal personality for coaches who are able to work with international, scientific, and educational perspectives, as indicated in the Reinforcement Strategy of JARA,

A) Mandatory Requirements

- Completion of Japan Olympic Committee (JOC) Coach Academy and possession or expected acquisition of Japan Sports Association Certified Coach Level 4 qualification. For foreign nationals, completion of an equivalent overseas coaching program
- A master's degree or equivalent knowledge and skills; management abilities and expertise in sports science are preferred
- Experience as a head coach of a representative team, or experience in winning medals at the Olympic Games or World Championships, as well as experience coaching junior/top talent (Medal Potential Athletes level) or national teams domestically or internationally
- Strong communication skills in Japanese or English, with the ability to operate effectively in international environments.
- Leadership and execution skills to organize teams and achieve results
- Ability to plan and implement medium- to long-term training programs
- High ethical standards, integrity, and commitment to athlete development and wellbeing.
- Understanding of and long-term contributions to the Japanese team (for foreign nationals, intention to reside in Japan)
- No criminal record
- Basic IT knowledge, including PC skills (Word, Excel, PowerPoint) necessary for preparing data and reports

B) Preferred Requirements and Ideal Profile of Candidate

- Holders of qualifications from training seminars organized by International Federations (IF) or coaching programs such as World Rowing (WR), who value

teamwork with a cooperative spirit and can lead by example with fully understanding of Olympism

- Those who value the principle that true competitive success is founded on respect, integrity, and personal growth.
- Those who understand the updated sports science and can apply knowledge in practice
- Ability to promote multidisciplinary collaboration (medical and scientific, intelligence, operational) and to build teams
- Ability to calmly assess situations and lead athletes and young coaches from an educational perspective
- Proactive and flexible attitude toward organizational tasks and schedule coordination
- Ability to positively influence others with ideals, energy, passion, initiative, and creativity

4. Contract Type, Period, and Compensation

- Contract Type: Outsourcing contract (JOC Coach Placement Project).
- Working Days: 20 days or more per month (at least 240 days per year).
- Period: January 1, 2026, to March 31, 2027 (with possible renewal; if renewed, maximum until October 31, 2028).
- Compensation: Honorarium under the JOC Coach Placement Project (100% subsidy), commensurate with experience and responsibilities.

5. Application Deadline

November 19, 2025 (Wednesday), 12:00 PM JST

Send to: kyoka-kobo@jara.or.jp

Required Documents: Curriculum Vitae (CV); record of coaching achievements (including national/club experience); and a one-page statement of motivation.

6. Selection Procedures

Comprehensive evaluation will be conducted through document screening, interviews, and presentations.

During the presentation, candidates should outline their coaching philosophy, training methodology, and vision for strengthening Japan's rowing programme. Final candidates will be determined upon approval by the board of directors.

7. Others

- Athlete Safeguarding and Welfare

The successful applicant will be expected to uphold JARA's commitment to athlete welfare, integrity, and the principles of safe sport."

- Equal Opportunity and Inclusion

JARA is an equal opportunity organization and welcomes applications from all qualified individuals regardless of gender, nationality, or background."

- Reporting Line

The Head Coach will report directly to JARA High Performance Director.

- Base Location

The successful applicant will be required to reside in Japan. The position will be primarily based at "The Sea Forest Waterway" or "TODA Boat Course" with domestic and international travel as required.

Expenses incurred through strengthening activities (accommodation, transportation, etc.) will be covered by JARA, though applicants may be required to pay part of the costs after consultation due to financial circumstances.