



Bowls Scotland - National Head Coach Positions (x2)

Bowls is one of the biggest participation sports in Scotland with 821 clubs and 50,000 playing members and we are seeking to continue to strengthen our High-Performance programme by recruiting for the following positions:

- National Women's Head Coach (1 year contract)
- National Men's Head Coach (1 year contract)

The High-Performance programme was reviewed after the 2022 Commonwealth Games, with a new structure defined to ensure more clarity and focus on player development in both training and competitive environments. We are committed to ensuring we provide more opportunities for female leaders within the sport, and we hope the new structure will inspire females to take on these leadership roles.

Working in partnership with Bowls Scotland staff and other key stakeholders, both coaching positions will be responsible for decision making, planning, and delivering training sessions and competition preparations. Once recruited, the Head Coaches will also work with Bowls Scotland staff to recruit Assistant Coaches.

2023 Head Coach priorities include team selection, preparation, and competition of the following:

- 2023 British Isles Bowls International Series
- 2023 World Championships – Broadbeach, Australia
- Under 25 and Under 18 International Series
- High Performance Player Sessions

For more information, please see the Role Description and Person Specification.

Bowls Scotland has a set of values outlined within our Corporate Strategy and available on our website. We are committed to selecting people based on their ability to do the role for which they are being recruited.

For further details on the roles or for an informal chat about the positions please contact interim High Performance Coordinator Adam Martin - adammartin@bowlsscotland.com

To apply, please send your CV and covering letter outlining your skills and experience in relation to the role you are applying for, to info@bowlsscotland.com marked Private and Confidential: National Men's/National Women's

Closing Date for Applications: 12 noon, Wednesday 1st February

Virtual Interviews: Week beginning 6th February

NATIONAL HEAD COACH (MEN'S/WOMEN'S)

ROLE DESCRIPTOR

Role:	National Head Coach
Reports To:	High Performance Coordinator
Key Relationships:	<ul style="list-style-type: none"> ▪ High Performance Coordinator ▪ Para High Performance Coordinator / Coaches ▪ Assistant HP Coaches ▪ Coach & Volunteer Manager ▪ Bowls Scotland Competitions & Events Staff
Role Purpose:	<ul style="list-style-type: none"> • Deliver success at international competitions. • Develop strong professional coach/player relationships. • Ensure players can train/compete in environments that creates success. • Work with all players to make the most of their potential

Key Tasks

- Select HP Squad and make selection decisions for individual competitions and events
- Meet regularly with HP Coordinator and other coaches to ensure consistency.
- Liase with HP Coordinator with all plans to ensure preparations and plans meet budget/funding requirements.
- Structure and implement the preparations for major events including squad days and Test Events (when required)
- Ensure all players focus on personal development to help make the most out of their performance
- Assist HP Coordinator to ensure all players complete and comply with UKAD Assurance framework and Education and Bowls Scotland policies and player agreements.

Regularity of Work

- Monthly Head Coaches meetings with HP Coordinator (more if required in busy times).
- Squad days in build up to major event when deemed appropriate
- Travel to international events when required to lead teams
- Bowls Scotland operate a flexible working policy for all job roles

Contract Type

- All Head Coaches will be contracted for 1 year and sign a coaches agreement outlining roles and responsibilities.
- Head Coaches will be contracted on a volunteer basis, with all expenses covered throughout duration of contract.

The above role descriptor will be subject to annual review to reflect the needs of the Bowls Scotland.

NATIONAL HEAD COACH (MEN'S/WOMEN'S)

PERSON SPECIFICATION

EDUCATION / QUALIFICATIONS

Essential	Desirable
Detailed knowledge of lawn bowls in Scotland, it's landscape and current/potential internationalists	Multiple Bowls Scotland/Generic Coaching Qualifications at various levels
Experience of Leading a Team to a successful outcome	Experience of leading/coaching High Performing Players
Experience of being involved at international level competition	Experience/knowledge of player pathways and their development

SKILLS / ATTRIBUTES

Essential	Desirable
Ability to coach to enhance performance	Previous experience in developing international players
Ability to create and maintain professional manner in working relationships with all players & staff	Experience of work in high pressure situations
Personable and approachable	Experience of developing talented players
Ability to create/nurture a positive performance culture within a group	Detailed knowledge and understand of the sport and its communities
Experience to make tough decisions and remain impartial throughout processes	Experience in gathering and analysing individuals & teams performance data
Willingness to learn/adapt/grow	Experience working with other coaches and leading them
Competent IT literacy/experience	Understanding of UKAD Guidelines and processes
Awareness and understanding of Bowls Scotland Strategy – CLICK HERE	Awareness and understanding of sportscotland's <i>Sport for Life</i> strategy

PERSONAL QUALITIES AND ATTRIBUTES

Essential	Desirable
Desire for Scotland to be the number 1 Bowls Nation in the world	Passion for personal and professional development
Enthusiastic, energetic, hardworking, trustworthy, and reliable	Excellent public speaking skills/experience
Strong communication and interpersonal skills	Knowledge of Scotland's general sporting landscape
Commitment to integrity, transparency and clarity	
Professionalism and expectation of high standards in all areas of work	