

Bowls Scotland – 2023 International Support Coaches

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 Support Coaches (1 year contract)
- National Men's Support Coaches (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, assist the Head Coaches in a number of areas which may include decision-making, by gathering information at squad days, planning the format of squad days and delivery of squad days.

2023 Support Coaches will assist Head Coaches on all suitable aspects of team selection, by providing data gathered on players for the following:

- 2023 British Isles Bowls International Series support
- 2023 World Championships support (in the lead up to selections) – Broadbeach, Australia
- Under 25 and Under 18 International Series support
- High Performance Squad Session support

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

For an informal discussion with the Head Coach of the discipline, please contact Adam Martin (interim High-Performance Coordinator) on 07591825874 or email adammartin@bowlsscotland.com who will pass your details onto the appropriate coach to make contact.

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 Support Coach' including your preference of working with Mens/Womans/Para Squads.

Closing Date for Applications: Monday 20th March at 12:30pm

NATIONAL SUPPORT COACH (MEN'S/WOMEN'S/PARA)

ROLE DESCRIPTOR

Role:	National Support Coach
Reports To:	National Head Coach
Key Relationships:	<ul style="list-style-type: none"> ▪ All 3 Head Coaches – Mens/Womans/Para ▪ High Performance Coordinator ▪ Para High Performance Coordinator
Role Purpose:	<ul style="list-style-type: none"> • Support delivery of success at international competitions • Develop strong professional coach/player relationships. • Support players to train/compete in environments that creates success. • Support development all players to make the most of their potential

Key Tasks

- Meet regularly with Head Coaches and other coaches to ensure consistency.
- Link with Bowls Scotland staff where possible
- Gather data and relevant knowledge on current/potential International players
- Support Head Coaches in all duties on Player Squad Days
- Support Head Coach at Competitions, when required

Regularity of Work

- Will vary based on involvement
- Squad days in build up to major event when deemed appropriate
- Travel to international events when requested to support Head Coach or Assistant Head Coach

Contract Type

- All support coaches will be contracted for 1 season and sign a coaches agreement outlining roles and responsibilities.
- Support Coaches will be contracted on a volunteer basis, with 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 SUPPORT COACH (MEN'S/WOMEN'S/PARA)

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 supporting Team to a successful outcome	Experience of leading/coaching High Performing Players
Experience of being involved at differing levels of competition	Experience/knowledge of player pathways and their development

SKILLS / ATTRIBUTES

Essential	Desirable
Ability to work in a team	Previous experience in developing international players
Ability to create and maintain professional manner in working relationships with all players, staff and coaching staff	Experience of work in high pressure situations
Personable and approachable	Experience of developing talented players
Ability to support the coaching team to create/nurture a positive performance culture within a group	Detailed knowledge and understand of the sport and its communities
Experience to support 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	

