

## **BOWLS SCOTLAND – HEAD OF HIGH-PERFORMANCE BOWLS**

### **PERSON SPECIFICATION**

#### **Leadership and management**

- Experience of inspiring, developing and supporting teams to work effectively and achieve collective and individual goals.
- Experience of senior management and effectively influencing and interacting with senior-level stakeholders.
- Be able to articulate good culture and values and professional behaviours.

#### **Strategy and finance**

- Experience of creating, developing, and implementing successful strategies.
- Skilled in thinking strategically and translating this to operational objectives.
- Skilled in making confident, data-driven, and evidence-based decisions.
- Proven understanding of performance system development
- Experience of setting, managing, and reporting on complex budgets.

#### **Relationship building and communication skills**

- Excellent ability to develop trust and build strong relationships with individual support providers and partner organisations
- Able to act as a team player as well as leader, and values advice from colleagues.
- Skilled in adapting communication style to the audience and situation.
- Experience in establishing positive relationships at all levels.
- Skilled in influencing, negotiating and facilitating individuals and groups.
- An excellent network of contacts in the wider sporting community.

#### **Sport**

- Proven experience of performance athlete and coach development pathways
- Proven track record in the development, delivery, and implementation of successful sports strategies.
- Extensive knowledge of competition pathways
- Knowledge of the workings of the wider sporting landscape.
- Experience of disability inclusion and knowledge of the para-sport pathway in Scotland and the UK.
- A strong understanding of current safe-sport, safeguarding and well-being protocols and procedures.