

## **BOWLS SCOTLAND – PATHWAY LEAD**

### **PERSON SPECIFICATION**

Bowls Scotland has a vision to offer an accessible and inclusive performance pathway to all bowlers in Scotland. We aim to do this by supporting and developing consistently successful bowlers to perform on the World stage. We have an exciting opportunity for 3 individual candidates to lead on the Men's, Para and Women's pathway through the next 3 years of our competition cycle.

Working in conjunction with the Head of High Performance, the Pathway Leads will be supported with a coaching and leadership programme to enable individual development within the role and the autonomy and backing to deliver a programme which maximises the potential of Scotland's most talented bowlers.

To secure the best possible candidate with the requisite qualities, flexibility will be exercised around workflow based on needs of the programme within the context that the successful candidate is able to facilitate and deliver the best possible outcomes for the programme.

#### **Essential:**

- Experience of inspiring, developing and supporting teams to work effectively, achieving collective and individual goals.
- Ability to display leadership, management and organisational behaviours that foster a performance sporting environment.
- Ability to articulate Bowls Scotland's culture, values and professional sporting behaviours.
- Ability to develop trust and build strong relationships with individuals and collective groups.
- Experience in establishing positive relationships at a variety of ages and stages.
- A listener and contributor able to make informed good decisions.
- Experience of setting, managing, reporting and reviewing short- and long-term target outcomes.
- Ability to influence, negotiate and enhance individual and group performance.

#### **Desirable:**

- An understanding of the development, delivery, and implementation of a sporting pathway.
- Knowledge of Scottish and International competition opportunities.
- Knowledge of Bowls in Scotland and the wider sporting landscape.
- An understanding of disability inclusion and knowledge of the para-sport pathway in Scotland.
- An understanding of current, safeguarding, well-being and anti-doping protocols and procedures.
- A network of contacts in the wider bowling community.



## **BOWLS SCOTLAND – PATHWAY LEAD ADDITIONAL INFORMATION**

**Contract:** 3 years on successful completion of a six-month probationary period from the date of employment.

**Part time role (0.5 FTE):** Workflow will be based on needs of the programme and discussed at the time of appointment.

**Salary:** £12,500 per annum

**Holidays:** The Employer's holiday year runs from 1<sup>st</sup> January to 31<sup>st</sup> December inclusive. Your full-time entitlement to holiday would, in addition to 10 days public holidays, be 13 (25 days FTE) working days paid holiday in each year.

**Pension Scheme:** The governments' auto-enrolment scheme will be available to you. More details will be made available at appointment stage.

**Expenses:** You will be entitled to be reimbursed for all reasonable expenses properly incurred in the performance of your duties in accordance with Bowls Scotland Financial procedures.