

BOWLS SCOTLAND PATHWAY LEAD JOB DESCRIPTION

Job Title:	Pathway Lead
Job Purpose:	<ul style="list-style-type: none">• Provide leadership and direction to drive the Podium Performance pathway• To coach, support and develop Scottish bowlers to maximise their potential on the World Stage.• Work closely with the Head of High Performance to promote engagement in the Performance Pathway.• Create a performance environment and culture embedded amongst Scottish bowlers.• Ensure Scottish players consistently perform at Commonwealth, World and International Level.
Reports To:	Head of High Performance
Salary:	£28,000 - £33,000 Full time position
Office Base(s):	The primary base is the National Centre for Bowling in Ayr, however Bowls Scotland operate a flexible working policy with a combination of working from home and office is an option. This role will undertake travel across Scotland, the UK and abroad.
Key Relationships:	<ul style="list-style-type: none">• Bowls Scotland Performance Team• Bowls Scotland players and coaches• Bowls Scotland Volunteers, Staff.• sportscotland Institute of Sport support staff
Operational Responsibilities:	<ul style="list-style-type: none">• Inspire, develop and support players to work effectively to achieve collective and individual goals.• Provide leadership to performance bowls in Scotland, cultivating a culture of world class values, standards and behaviours to inspire future generations.• Lead performance bowls in Scotland through a period of change promoting the culture, values and professional behaviours of Bowls Scotland.• Develop a clear and manageable Performance plan that will contain long and short-term objectives with linked targets.• Contribute to performance budget planning.• Establish a clear communication structure with all players and support staff/coaches/volunteers involved in the pathway.• Participate in a coaching and leadership programme to enable individual personal development.

General:

- Expectation to have input towards the strategic direction of the Performance Pathway
- Promote Bowls Scotland both within and out with the work environment.
- Uphold the organisation values of Bowls Scotland
- Draft reports and contribute to staff meetings as appropriate.
- Maintain knowledge and adhere to the published Bowls Scotland policies.
- Maintain own personal development records and ensure that interim review and annual appraisal documentation is signed off and lodged according to company policy and timescale.

The above job description will be subject to annual review to reflect the needs of Bowls Scotland.