

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 have started our journey to create a new pathway and aim to continue to progress this by supporting and developing Scottish bowlers to perform consistently on the World stage. After reviewing the best structure to deliver our vision we are advertising an exciting opportunity for someone to lead across the Women's, Para and Men's pathway inclusive, with a focus on pathway provision for our squads whilst supporting success at the upcoming Commonwealth Games.

Working in conjunction with the Head of High Performance, the Pathway Lead will be supported with a coaching team and leadership programme to enable individual development within the role and the autonomy and backing to deliver a programme which develops and 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 bowls 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: Full time position on successful completion of a six-month probationary period from the date of employment.

Salary: £28,000 - £33,000 per annum

Holidays: The Employer's holiday year runs from 1st January to 31st December inclusive. Your full-time entitlement to holiday would, in addition to 10 days public holidays, be 25 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.