

BOWLS SCOTLAND COACH & VOLUNTEER MANAGER JOB ADVERT

SALARY: £30,000 per annum

TERM: Full time fixed position

LOCATION: National Centre for Bowling, Northfield, Ayr (Bowls Scotland operates a flexible working policy, therefore a combination of home and office working can be considered for this role).

Bowls Scotland is looking for an enthusiastic and strategic leader to drive the development of our coaching and volunteer workforce. This is a unique opportunity to make a lasting impact on the sport, ensuring we have the quantity, quality, and diversity of people needed to thrive at every level, from local clubs to the national stage. If you are passionate about people development and have a proven track record in programme management and strategy, we want to hear from you!

As the driving force behind all aspects of Bowls Scotland's quality coach and volunteer programme, your mission will be to professionalise and grow our workforce through strategic development and effective delivery. Key responsibilities include:

- **Strategy and Leadership:** Lead the creation and successful implementation of a new Coach and Volunteer Strategy, ensuring it incorporates key actions from the national Coaching Scotland Framework.
- **Coach Development:** Manage the entire education, learning, and development programme for coaches in Scotland, from foundational courses to advanced specialisms.
- **Volunteer Development:** Oversee and manage the education, learning, and development of volunteers across the sport, recognising their crucial role in the bowls community.
- **Workforce Management:** Effectively manage the tutor workforce and meticulously plan the delivery schedule for all coach and volunteer programmes.
- **Financial Oversight:** Take responsibility for managing the coaching and volunteer education budget, ensuring resources are deployed strategically for maximum impact.

We are looking for a motivated manager who understands how to build a high-quality, diverse, and sustainable workforce. If you are ready to put your strategic vision into action and empower the people who make bowls happen, apply now!

We are committed to promoting a diverse and inclusive workplace where we can embrace and value individuality. We are committed to employment practices that promote diversity and inclusion and encourage all applications regardless of age, disability, gender reassignment, sex, marriage and civil partnership status, pregnancy and maternity status, race, religion or belief.

Job Description for this post, along with additional information can be found on the Bowls Scotland website.

To apply, please send your CV, covering letter and equal opportunities monitoring form to kareenacuthbert@bowlsscotland.com marked Private and Confidential: Coach & Volunteer Manager

For an informal discussion or further information please contact Kareena Cuthbert, Head of High Performance, on 07355 672080.

Closing Date for Applications: 12 noon, Thursday 13th November 2025

Face to Face interviews: Thursday 20th & Friday 21st November 2025