

BOWLS SCOTLAND COACH & VOLUNTEER MANAGER PERSON SPECIFICATION

Are you ready to shape the future of bowls in Scotland? Bowls Scotland is seeking an enthusiastic and self-motivated Coach and Volunteer Manager to deliver and develop a core service for our member clubs and associations. This is a high-impact leadership role where you will be instrumental in increasing the quantity, quality, and diversity of our coaches and volunteers. You will be responsible for defining the future direction of our coach and volunteer development by leading the creation and implementation of our Coach and Volunteer Strategy, ensuring alignment with the Coaching Scotland Framework.

You will manage the entire coach and volunteer education pipeline - from developing learning programmes to managing the essential tutor workforce and overseeing the associated education budget. If you are a proven leader in sports development or education with a passion for building capacity and implementing real change, we want to hear from you. Join us and help secure a vibrant future for bowls across Scotland.

Essential:

- Proven experience of leading, designing, and managing successful education and development programmes.
- Experience in managing and developing a diverse workforce
- Strong understanding of the challenges and opportunities in increasing the quantity, quality, and diversity of volunteers and coaches in community sport.
- High-level organisational and project management skills, capable of managing multiple projects, tutor schedules, and delivery logistics simultaneously.
- Excellent communication and interpersonal skills and experience in establishing positive relationships with various stakeholders.
- Ability to build trust, inspire and enhance performance when working as part of a team.
- Demonstrable experience in budget management and financial planning.
- Flexibility to work varied hours based on the needs and demands of the sport.

Desirable:

- In-depth understanding of the principles of the Coaching Scotland Framework and wider best practice in sports coaching and volunteer development.
- Knowledge of the sport of bowls in Scotland and its existing infrastructure (clubs, associations, competition).
- Previous experience working within a National Governing Body (NGB) or similar membership organisation.
- Proficiency in using CRM systems or database platforms for tracking programme participation and outcomes.