BOWLS SCOTLAND – PERFORMANCE CENTRE LEAD & ASSISTANT COACHES

REMUNERATION: Lead Coach: £30 per hour

Assistant Coach: £20 per hour

TERM: Part-Time / Flexible Contract

LOCATION: Regional (Scotland)

REPORTS TO: Head of High Performance / Pathway Lead

EXPECTED COMMITMENT:

Lead Coach: Approximately 5 hours per month for Performance Centre planning and delivery, plus Pathway Development Days (approximately 8 hours planning and delivery per event, 6-8 times per year).

Assistant Coach: Approximately 3 hours per month for Performance Centre briefing and delivery, plus Pathway Development Days (approximately 8 hours planning and delivery per event, 6-8 times per year).

Help Shape the Talent in Scotland

Bowls Scotland is investing in the establishment of Performance Centres to strengthen the athlete pathway and support the development of talented bowlers across the country. We are looking for passionate, knowledgeable and motivated individuals to join our coaching workforce as Performance Centre Lead Coaches and Assistant Coaches. This is an exciting opportunity to play a key role in developing talented athletes, delivering quality coaching sessions and supporting player progression within the Bowls Scotland performance pathway.

Working closely with athletes, clubs, High Performance, successful candidates will contribute to creating positive, challenging and high quality performance environments that support long-term athlete development and success

About the Role:

Performance Centre Lead Coach
The Lead Coach will be responsible for the planning, coordination and delivery of Performance Centre and Pathway Day activity, while providing leadership and support to Assistant Coaches.

Assistant Coach
Assistant Coaches will work alongside the Lead Coach to deliver high quality coaching environments that support athlete development and progression.

All successful candidates will contribute to ensuring a consistent approach to athlete development across Scotland, aligned to Bowls Scotland's WITTW model.

Key Responsibilities:
Lead Coaches:

- Plan, coordinate and deliver Performance Centre sessions and Pathway Days.

- Work with the High Performance Team to create annual plans aligned with athlete development principles.
- Develop session plans and brief Assistant Coaches on delivery requirements.
- Lead, support and mentor Assistant Coaches, providing regular feedback and guidance.
- Maintain accurate records of athlete attendance, development and coaching activity.
- Contribute to programme monitoring, evaluation and reporting processes.

All Coaches:

- Deliver Performance Centre sessions and Pathway Days.
- Support the technical, tactical, mental and personal development of pathway athletes.
- Nurture talented players within the Bowls Scotland pathway.
- Create positive, inclusive and challenging learning environments.
- Support athletes to reflect on performances and take ownership of their development.
- Promote high standards, consistency and continuous improvement across regional delivery.
- Engage in ongoing professional development and coach education opportunities.
- Contribute to programme monitoring, evaluation and reporting.
- Build and maintain positive relationships with clubs, athletes and key stakeholders.
- Support effective communication between regional and national pathway activity.

Safeguarding and Welfare

All coaches must:

- Maintain a safe, positive and inclusive environment for all participants.
- Promote athlete welfare and wellbeing in all coaching activities.
- Adhere to Bowls Scotland safeguarding, wellbeing and protection policies and procedures.
- Report any safeguarding concerns in line with organisational policies and best practice.

Person Specification

Essential:

- Experience coaching or mentoring within bowls.
- Experience supporting player development and facilitating reflection, evaluation and performance improvement.
- Strong communication and interpersonal skills, with the ability to build positive relationships.
- Excellent organisational, planning and time management skills.
- Ability to motivate, inspire and support athletes and fellow coaches.
- Commitment to safeguarding, inclusion and athlete wellbeing.
- PVG Scheme Membership, or willingness to obtain.
- Willingness to work evenings, weekends and travel as required.

Desirable:

- Experience working within a performance pathway or coach led environment.
- Experience leading or supporting other coaches.
- Knowledge and experience of athlete development plans and use of performance analysis tools.
- Recognised Bowls Scotland Coaching Qualification

What We Offer

- The opportunity to play a key role in the future success of Scottish bowls.
- Ongoing coach development, training and mentoring support.
- Flexible contract arrangements aligned with Fair Work First principles.
- Payment of agreed travel expenses in addition to the hourly rate.
- A rewarding opportunity to make a lasting impact on athletes, coaches and clubs across Scotland.

How To Apply
To apply, please submit your CV and a covering letter outlining whether you are applying for the **Lead Coach** or **Assistant Coach** position.

Applications should be sent to info@bowlsscotland.com and marked: **Private & Confidential: Performance Centre Coach Application**.

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

Bowls Scotland is committed to creating a diverse and inclusive workplace where individuality is valued and respected. We welcome applications from all suitably qualified candidates regardless of age, disability, gender reassignment, sex, marriage and civil partnership status, pregnancy and maternity, race, religion or belief.

Further information can be found on the Bowls Scotland website.

Closing Date for Applications: Sunday 29th November

Online interviews: Monday 7th & Tuesday 8th December