BOWLS SCOTLAND PERFORMANCE CENTRE LEAD JOB DESCRIPTION

Job Title:	Performance Centre Lead Coach
Contract Type:	Part-Time / Flexible Contract
Remuneration:	£30 per hour
Location(s):	Regional (Scotland)
Expected Commitment:	Approximately 5 hours per month for Performance Centre planning and delivery, plus approximately 8 hours per Pathway Development Day (planning and delivery) across 6-8 events per year. Attendance at review meetings, coach development opportunities and annual planning activities will also be required.
Reports To:	Head of High Performance/Pathway Lead
Job Purpose:	The Performance Centre Lead Coach is responsible for leading the planning, coordination and delivery of Performance Centre activity within an assigned region and National Pathway Days. The role will support the development of talented bowlers, provide leadership and support to a team of Assistant Coaches and help create a consistent, high quality coaching environment aligned to the Bowls Scotland Performance Pathway and WITTW model. Working closely with athletes, clubs, coaches and the High Performance team, the postholder will play a key role in supporting athlete development, progression and long term success within Scottish bowls.

Key Responsibilities:

Coaching and Player Development

- Plan, coordinate and deliver Performance Centre sessions and National Pathway Days.
- Support the technical, tactical, mental and personal development of pathway athletes.
- Identify, support and nurture talented athletes within the Bowls Scotland pathway.
- Create positive, inclusive and challenging learning environments that maximise athlete development and engagement.
- Encourage athletes to reflect on their performances and take ownership of their development.

Coach Leadership and Development

- Lead, mentor and support a team of Assistant Coaches.

- Develop session plans and provide pre-session briefings and post-session feedback to Assistant Coaches.
- Promote high standards, consistency and continuous improvement across all coaching activity.
- Engage in continuous professional development and coach education opportunities.

Programme Delivery

- Work collaboratively with the High Performance team to contribute to the annual programme plan and session content.
- Coordinate centre activity in line with agreed development principles and annual planning.
- Maintain accurate records of athlete attendance, development and coaching activity.
- Contribute to programme monitoring, evaluation and reporting processes.
- Build and maintain positive relationships with athletes, clubs and key stakeholders.
- Support effective communication between regional and national pathway programmes.

Safeguarding and Welfare

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

General

- Act as a positive ambassador for Bowls Scotland.
- Uphold and promote the values, vision and objectives of Bowls Scotland.
- Contribute to Performance Pathway meetings, planning discussions and reporting requirements.
- Maintain compliance with all Bowls Scotland policies and procedures.
- Take responsibility for personal and professional development, including participation in appraisal and review processes.

The above job description will be subject to annual review and may be amended to reflect the evolving needs of Bowls Scotland and its Performance Pathway