



Scottish Rowing

Head of Performance Pathway

Fixed term to 31 March 2021

Salary dependent on experience

Scottish Rowing is the Governing Body for rowing in Scotland. It promotes participation in rowing by both men and women, at every age and level of ability, and creates pathways for talented rowers to compete internationally through the GB Rowing Team.

Scottish Rowing is seeking to appoint an experienced and self-motivated individual to fill the new and exciting role of Head of Performance Pathway, responsible for developing a strong and sustainable performance pathway within Scotland as an integral part of the British system.

Scottish Rowing has established an innovative performance network with successful university based partnerships in place. The Head of Performance Pathway will be responsible to the Chief Operating Officer and accountable to the Board of Scottish Rowing. The successful candidate will lead the development and delivery of the performance elements of the Scottish Rowing strategic plan which aims to produce more Scottish athletes competing for the GB Rowing Team at all levels.

Outcomes

The Head of Performance Pathway will be responsible for developing a sustainable structure to ensure Scottish Rowing meets its performance outcomes each Olympiad. Specifically, to produce home based Scottish rowers capable of transitioning through the GB Rowing Team Under 23 Championships and on to the GB senior team.

Job Purpose

The purpose of this role is to:

- Develop and deliver a national performance plan and programme which provides opportunities for talented Scottish rowers and para rowers to achieve their potential on the world stage.
- Establish and oversee the long term development pathway for talented Scottish rowers and para-rowers ensuring that they have an appropriate training and competition programme to support their on-going development in the sport.
- Lead a whole sport review of competition, working collaboratively across the sport in Scotland to develop an innovative competition framework which is relevant to the age and stage of participants and aligned to the participation and performance objectives of Scottish Rowing.

Key responsibilities

- Co-ordinate performance development training and competition opportunities (national and international camps/competitions, etc.) for emerging talent across the Scottish Rowing community.
- Manage Scottish Rowing's investment in its recognised Under 23 high performance programmes taking responsibility for setting, monitoring and reviewing key performance indicators.
- Ensure that the appropriate quality and depth of coaching provision (both professional and voluntary) exists throughout the Scottish Rowing performance programme and work with the Scottish Rowing Coaching and Development Manager to identify, support and develop coaches who have the potential to work with athletes on the performance pathway
- Lead the Scottish Rowing Performance programme and its engagement with the sportscotland institute of sport to maximise collaboration and resources available to deliver of performance outcomes.
- Manage the Scottish Rowing relationship with the GB Rowing Team, working in partnership with the Performance Director and the Chief Coaches, to facilitate the transition of more Scottish rowers onto GB teams and to disseminate best practice as appropriate across the Scottish Rowing community.

Manage Scottish Rowing and partner financial support for Scottish athletes and coaches involved (or with the potential to be involved) in the GB Rowing Team trialling process.

- Identify and engage with existing and potential partners to support the activities of the Scottish Rowing Performance Programme.
- Contribute to all areas of the business plan as part of the senior management team

Key partners will include:

- **sportscotland** institute of sport
- GB Rowing Team
- HE/FE partner institutions
- Winning Students
- Clubs
- Volunteers and coaches

Scottish Rowing is committed to selecting staff solely on the basis of their ability to do the job for which they are being recruited, and welcomes applications from all sections of the community.

To apply: a completed application form, CV equality monitoring form should be sent to Scottish Rowing Jobs, Scottish Rowing Centre, 366 Hamilton Road, Motherwell, ML1 3ED or alternatively by email to office@scottish-rowing.org.uk. As this post will involve regulated work with children a completed Self Declaration form should be sent separately by post.

In accordance with Scottish Rowing's Child Protection Policy, the successful candidate will be appointed subject to membership of the PVG Scheme.

Closing date for receipt of applications: Noon on 31st March 2017.

First Interviews will take place on 6th April 2017 with second interviews scheduled for 24th April 2017.

Web: www.scottish-rowing.org.uk