



SCOTTISH
ROWING

Application Pack

Head of Development & Coaching

About Scottish Rowing

Scottish Rowing is the Governing Body for rowing in Scotland. We are on a journey to get more people of all ages and ability enjoying the many physical, mental and social benefits of rowing.

Since 2022, Scottish Rowing has gone through an exciting period of significant change with the introduction of a new Olympic discipline, the expansion of the performance programme and a specific focus on extending the reach of the sport into non-traditional rowing communities.

With a new look Board and CEO in place we are currently going through a strategic review which aims to set the direction for Scottish Rowing for 2026 and beyond. We are seeking an experienced sports development professional to join the Senior Leadership Team and lead the growth and development of the sport at all levels.

Scottish Rowing currently employs a team of 12 staff with the organisation based at the Scottish Rowing Centre – its own dedicated training facility and office space at Strathclyde Country Park.

The Head of Development and Coaching will be responsible to the Chief Executive Officer and will be responsible for ensuring the delivery of Scottish Rowing's development objectives with a focus on strong clubs, inspired people (including coaches, umpires and volunteers) and quality events.

We are seeking an outstanding leader who can identify growth opportunities, develop new and innovative strategies and motivate and engage with others across our rowing community. This will be a unique and exciting opportunity to help shape the future of one of Scotland's leading Olympic sports.

Closing Date:

23rd July 2025

Interview Date:

TBC

Salary:

£38,000 - £40,000

(subject to experience)

+ excellent benefits pack

Contract Type:

Full-time, Permanent

(subject to continued external funding)

Location:

Hybrid

(Office based at Scottish Rowing Centre, 366 Hamilton Road, Strathclyde Park, Motherwell, ML1 3ED)

Responsible to:

Chief Executive Officer

Responsible for:

Competitions & Events Manager

Vacant Manager Role (title/responsibilities to be agreed)



Image: Scottish Rowing

Job Purpose

To provide visionary leadership, strategic direction and effective delivery of Scottish Rowing's development and coaching objectives to enable more people to participate in and enjoy rowing at all levels.

Key Responsibilities

- Lead the overall strategic direction of the development and coaching function in alignment with Scottish Rowing's new strategic plan.
- Contribute to the ongoing development and subsequent implementation of the new strategic plan and maintain oversight of the annual operational plan as the recognised development and coaching expert within the staff team.
- Lead, manage, develop and empower the development and coaching team.
- Utilise all available resources to grow the sport and enhance services that support the continued modernisation of rowing clubs in a safe, inclusive and sustainable manner.
- Champion equality, diversity and inclusion (EDI) across all coaching and development activity - ensuring that programmes are welcoming, safe, and accessible to help reshape perceptions and showcase rowing as a sport for everyone.
- Identify, cultivate and manage strategic partnerships with organisations including British Rowing, **sport**scotland, Local Authorities, Leisure Trusts, educational institutions and community groups.
- Identify, devise and implement sport development strategies as appropriate (e.g. Coaching Strategy) to enhance participation opportunities across all levels of the sport, utilising technology and innovation to maximise engagement and impact.
- Propose, monitor and review the annual budget for development and coaching whilst working to identify and secure funding opportunities to support new initiatives.
- Collaborate with the performance team to ensure seamless transitions as people progress through the sport, specifically looking at opportunities to retain rowers in the sport as they drop out of the performance pathway.
- Collaborate with the business operations team to ensure that the offer to club and individual members remains attractive and meets their needs.
- Lead on the monitoring, reporting and evaluation of all development and coaching team initiatives in order to evidence impact and ensure that agreed outcomes are delivered.
- Contribute to the wider objectives of Scottish Rowing, including the operation of the Scottish Rowing Centre at Strathclyde Park, as a member of the Senior Leadership Team (SLT).
- Prepare regular reports and provide support to the CEO, Board and funding partners.
- Attend Scottish Rowing Board meetings, contribute to strategic working groups including the Development and Coaching Committee, and participate in other relevant stakeholder meetings as appropriate.
- Ensure compliance with all Scottish Rowing policies and procedures and recognised governance frameworks to protect and support participants at every level.

This document outlines the core responsibilities of the role but is not an exhaustive list. It is intended as a flexible guide and may be updated as the organisation's needs evolve.

RESPECT

DRIVE

INNOVATE

COLLABORATE



Person Specification

Applicants for the position of Head of Development & Coaching at Scottish Rowing should meet the following person specifications:

Criteria/Attributes	Essential	Desired
Qualifications	<ul style="list-style-type: none"> Undergraduate degree / equivalent qualification or significant (3 years +) relevant work experience Evidence of continuous professional development 	<ul style="list-style-type: none"> Relevant degree (e.g. sports development / management, business administration)
Skills and Abilities	<ul style="list-style-type: none"> Highly computer literate Strong strategic and operational planning skills, and the ability to prioritise work by using resources effectively and efficiently An ability to build trust and work in partnership with a Board and to harness their knowledge and experience Excellent communication skills with evidence of an ability to communicate with a variety of diverse stakeholders including the media when required Highly developed managerial and administration skills Flexible approach to managing and prioritising a high workload and multiple tasks in a fast-paced environment with tight timescales Strong track record of delivery 	<ul style="list-style-type: none"> Ability to enhance the visibility and engagement of sports clubs through effective marcomms strategies

Experience	<ul style="list-style-type: none"> • A proven track record in developing, implementing and reviewing strategies and operational plans • Evidence of successfully leading and empowering teams of staff and volunteers • Demonstrable experience in cultivating and managing strategic partnerships • Proven record of budget management and financial accountability • Previous line management experience 	<ul style="list-style-type: none"> • Experience of working and / or volunteering in rowing or other sports • Experience of developing, implementing and reviewing policies and procedures
Knowledge	<ul style="list-style-type: none"> • Knowledge of the Scottish sporting landscape • Knowledge of amateur sports clubs and their daily operations and challenges • Knowledge of athlete, coach and volunteer pathways in sport 	<ul style="list-style-type: none"> • Passion for sport including rowing • Passionate about environmental sustainability
Personal Qualities	<ul style="list-style-type: none"> • Outstanding personal and professional integrity • Drive and commitment and the ability to demonstrate this to others • Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships • Selflessness, integrity, objectivity, accountability, openness, honesty and leadership • Strong intellectual and analytical abilities • Dynamic, enthusiastic and energetic • Resilience and ability to make things happen 	
Other Requirements	<ul style="list-style-type: none"> • Passion for sport and physical activity and its ability to positively change lives • A commitment to the sport and Scottish Rowing • Commitment to ongoing professional development • Personal commitment to equality, diversity and inclusion • Ability to work evenings and weekends. 	

Additional Benefits

We believe that Scottish Rowing is a great place to work and in addition to a competitive salary, we also offer the following staff benefits:

- Workplace Pension – 5% employer contribution
- Group Life Assurance – 3 x Salary
- Group Income Protection
- Generous Annual Leave Entitlement – 29 days plus 6 bank holidays
- Flexible Working Arrangements
- Training and Development Opportunities
- Volunteering Day
- Access to gym facilities at the Scottish Rowing Centre

How to Apply

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

Applicants should return a completed application form which outlines their relevant skills, experience and qualifications, as well as their motivation for applying for the role.

Any issues or queries, please email to jobs@scottish-rowing.org.uk

Our Equality Monitoring and Application Forms should be completed using the link below:

Equality Monitoring Form **Application Form**

For an informal and confidential discussion about this role please contact Lee Boucher, Chief Executive Officer by email at: lee.boucher@scottish-rowing.org.uk

Applications for this position close on Wednesday 23rd July 2025
Interview date to be confirmed.

