



SCOTTISH  
ROWING

# Application Pack

**Closing Date:**  
Mon 10th March 2025

**Interviews from:**  
Mon 17th March 2025

**Salary:**  
Voluntary  
(reasonable expenses covered)

**Contract Type:**  
Voluntary - Fixed Term  
until Oct 2027

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

**Responsible to:**  
Chair of the Board

## Director (Performance)

### About Scottish Rowing

Scottish Rowing is the Governing Body for rowing in Scotland. Our vision is a successful and thriving rowing community and our mission is to support and empower people in Scotland to enjoy rowing and achieve their potential.

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.

We are about to undertake our next strategic review – setting the direction for Scottish Rowing for 2026-29 and beyond - and are seeking a Director (Performance) to join the Scottish Rowing Board.

Scottish Rowing currently employs a team of 11 staff, supported by an ambitious Board and key volunteers within the organisation based at the Scottish Rowing Centre – its own dedicated training facility and office space at Strathclyde Country Park, near Motherwell.

This will be a unique and exciting opportunity to help shape the future of one of Scotland's leading Olympic sports.



Image: Ron Wallace

The Director (Performance) will provide leadership and direction in relation to performance in accordance with the goals and objectives of Scottish Rowing.

### Responsibilities of all Board Directors

- Understand and be committed to the aims and objectives of the organisation.
- Responsible for developing the Scottish Rowing Strategy and setting the strategic objectives for the organisation.
- Act at all times in the best interests of the organisation.
- Ensure that the organisation acts at all times in line with its constitution and all other legal or funder requirements.
- Be aware of and comply with the legal requirements of the duties of a Director as set out by the Companies Act.
- Work with other Board members to ensure the Board is an effective body acting in the interests of the organisation and its beneficiaries.
- Attend meetings on a regular basis and read all the papers, contribute to the discussions and make decisions.
- Ensure that all the information and reports needed to make sound decisions are received and that these are read and understood.
- Take advice from other sources including legal and financial advice where this is necessary and where the Board does not have the required expertise.
- Keep informed on issues which affect the organisation and to promote the organisation externally.
- Comply with and promote the organisation's policies
- Declare any conflicts of interest as soon as they are known.

### Key Responsibilities of Director (Performance)

In addition to the general duties and responsibilities of a Director, the Director (Performance) will:

- Oversee delivery of the aims and objectives of the Scottish Rowing Performance Plan and the Strategic Plan in relation to performance, collaborating with the Head of Performance and Performance Pathway Team.
- Chair periodic Performance Advisory Group meetings ensuring that they are properly conducted, that discussion or decision making is collaborative and that the group has all the relevant information for making decisions.
- Oversee the Scotland Rowing Team management structure at all levels (HIRR, HIRBS and Commonwealth).
- Present a written report for all Board meetings on current activities.
- Contribute to the recruitment of members of the Performance Advisory Group and Scotland Rowing Team management/coaching roles.
- Represent Scottish Rowing at meetings with partner organisations in relation to performance where appropriate



Image: Benedict Tufnell | British Rowing



Image: Holly Jones

## Person Specification

Applicants for the position of Director (Performance) at Scottish Rowing should meet the following person specifications:

<p>Knowledge</p>	<ul style="list-style-type: none"> <li>• Wide knowledge of the sport of rowing in Scotland at elite levels and/or some experience of the high-performance environment in sport.</li> </ul>
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> <li>• Confidence and experience in chairing meetings.</li> <li>• Ability to represent Scottish Rowing to external organisations.</li> <li>• Some experience of operating at a senior level in a strategic capacity is desirable</li> <li>• Ability to build and maintain strong, transparent relationships with key stakeholders.</li> <li>• Ability to support, challenge and manage a relationship with other Board Members.</li> </ul>
<p>Experience</p>	<ul style="list-style-type: none"> <li>• Experience as a Director, Trustee or Committee Member in a commercial, voluntary or public sector context is desirable.</li> </ul>



Image: World Rowing



## How to Apply

Scottish Rowing is committed to selecting volunteers 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 CV and covering letter which outlines their relevant skills, experience and qualifications, as well as their motivation for applying for the role.

Please return by email to [office@scottish-rowing.org.uk](mailto:office@scottish-rowing.org.uk) or by post to Scottish Rowing (HoBO Application), Scottish Rowing Centre, 366 Hamilton Road, Motherwell, ML1 3ED.

Our Equality monitoring form should be completed using the link below:

## [Equality Monitoring 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](mailto:lee.boucher@scottish-rowing.org.uk)

**Applications for this position close on Monday 10th March 2025.**

**Interviews will be held from Monday 17th March 2025.**

