



SCOTTISH
ROWING

Application Pack

Closing Date:

Mon 31st March 2025

Interviews from:

TBC

Salary:

Voluntary
(reasonable expenses covered)

Contract Type:

Voluntary

Location:

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

Responsible to:

Director (Performance)

Performance Advisory Group (PAG): Independent Performance Advisor

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 will undoubtedly see the Scotland Rowing Team grow even stronger as a result of these changes and we are now recruiting an Independent Performance Advisor to sit within the Performance Advisory Group to guide the future generations of international athletes.

Scottish Rowing currently employs a team of 11 staff, supported by an ambitious Board and key volunteers with 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

Background Information

The Scottish Rowing Performance Advisory Group (PAG) aims to support and challenge the strategic direction of Scottish Rowing's Performance Pathway operations with the aim of enabling more of Scotland's rowers to compete successfully on the world stage.

Responsibilities of Performance Advisory Group

- To understand the strategic aims and objectives of the Scottish Rowing Performance Pathway team. Including the Annual Targets and Long-Term Outcomes as agreed with **sportscotland**.
- To act at all times in the best interest of the Scottish Rowing Performance Pathway, Scotland Rowing Team, and where appropriate, GB Rowing Team.
- To attend periodic meetings of the Performance Advisory Group (~3 per year).
- To work closely with the Scottish Rowing Performance Pathway team through the Head of Performance.
- To offer expertise and advice on the strategy and advancement of the Scottish Rowing Performance Pathway.
- To advise on the recruitment of athletes into the Scottish Rowing Performance Programme.
- To advise on the formation and amendment of Selection Policies for Scottish Rowing (such as the Scotland Rowing Team for Home International Rowing and Commonwealth Rowing Association events).
- To ratify Team Selections by the Selection Panel's for the Scotland Rowing Teams, ensuring that due process is followed as per the relevant Selection Policy.
- To assist in the recruitment of Performance Pathway staff and further members of the Performance Advisory Group, where appropriate.
- To attend Scottish Rowing Performance Pathway and Scotland Rowing Team activity, as appropriate.
- Be a member of the PVG Scheme for Scottish Rowing.

Responsibilities of the Independent Performance Advisor

The role of the Independent Performance Advisor(s) will be to provide experience and insight from outwith rowing, to ensure the group and it's members are working to best practice, and operating in a clear and unbiased way.

In addition to the general duties and responsibilities of the Performance Advisory Group, the Independent Performance Advisor(s) will:

- Act as an 'External Selector' for the Selection Panels of the Scotland Rowing Team, providing unbiased perspective on decision making.
- Offer independent advice and expertise regarding the strategic and operational advancement of the Performance Pathway and Scotland Rowing Team.
- Play a role in developing a network of practice outwith rowing for the advancement of the Scottish Rowing Performance Pathway.

RESPECT

DRIVE

INNOVATE

COLLABORATE



Person Specification

Applicants for the position of Independent Performance Advisor should meet the following person specifications:

<p>Knowledge</p>	<ul style="list-style-type: none"> • A wide knowledge of high-performance sport outside of rowing (essential) and high-performance environments and culture (desirable). • An understanding of Performance Pathway development outside of rowing (desired).
<p>Skills & Abilities</p>	<ul style="list-style-type: none"> • Ability to understand and check/challenge performance data and selection processes (essential). • Ability to build strong, transparent relationships with other PAG members and key stakeholders (essential). • Confidence to contribute to meetings/discussions on topics outside of your primary sport (essential).
<p>Experience</p>	<ul style="list-style-type: none"> • Experience of working within a high-performance environment (essential) in sport (desirable). • Experience of being part of a Selection Panel and selection processes (essential). • Experience of working on a Performance Advisory Group/Committee (or similar) in another sport (desired).

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 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 Tom Young, Interim Head of Performance & Lead Performance Pathway Coach by email at: tom.young@scottish-rowing.org.uk

Applications for this position close on Monday 31st March 2025.
Interviews will be held - TBC

