

JOB DESCRIPTION		
JOB TITLE:	Director of Pathways & Coaching	
REPORTS TO:	Chief Operating Officer	
EMPLOYED BY:	Scottish Golf Ltd	
LOCATION:	Arrol House, Viking Way, Rosyth, Fife, KY11 2UU	
SALARY RANGE:	Competitive DOE	

Main purpose of Job:

1. Contribute to the overall achievement of the Scottish Golf Strategy.
2. Collaborate with key stakeholders to develop and implement a world class pathway for golf in Scotland.
3. Lead the internal alignment of Participation, Performance and Events to a vision that creates winners and inspiration for the next generation with the development of a world class environment at all stages of the pathway.

Position in organisation:

The post holder will be an employee of Scottish Golf Ltd and will report to the Scottish Golf Chief Operating Officer. They will work closely with colleagues across the organisation to maximise impact and outcomes.

Liaison will be required with a number of key external groups including: sportscotland Institute of sport, Areas & Counties, Sponsors, Media, Suppliers, R&A, Home Unions, PGA and European Golf Association.

Specific Duties and Responsibilities:

- Develop the structure, systems and process that supports a world class pathway aiming to maximise results at every stage
- Accountable for leadership and coaching across all stages of the pathway, ensuring that all stakeholders are aligned to driving an innovative and inspirational high performance culture
- Evolve the player development system to produce results and success at all levels
- Collaborate and build partnerships across Scotland that creates a network of world class activity aligned to a common goal within the pathway for all ages and stages

General Duties and responsibilities:

- To comply with all legislative requirements and company policies including but not limited to Anti Doping, Child Protection, Health & Safety, Equality and confidentiality.

This list of specific and general duties and responsibilities is non-exhaustive and subject to review and change.

Qualifications:

- Applicants should hold a relevant degree level qualification or equivalent, ideally in a sports related discipline.
- As the post involves travelling, applicants must hold a full current driving licence.

Essential Experience required:

- A Minimum of 5 years' experience working in high performance sport
- Experience of planning, implementing and managing successful talent identification and development programmes within elite sport environments
- Demonstrated ability to analyse the effectiveness of sports performance pathways and identify interventions to increase engagement within the pathway for all ages and stages
- A proven ability to communicate complex information, orally and in writing in terms that are easily understood by a range of audiences and stakeholders, including Board level presentations
- An understanding of the involvement of various roles who contribute to the promotion of exceptional sporting talent in golf (technical experts, coaches, performance sport practitioners)
- Working within and or co-ordinating an inter-disciplinary team to achieve desired outcomes
- A creative thinker with the tenacity and confidence to see things through to implementation and completion
- An ability to work under pressure and balance conflicting demands enabling tight deadlines to be met.
- International golfing experience at an amateur and professional level
- Excellent IT skills, especially use of Microsoft Excel and other project management tools

Key Competencies:

The post holder must demonstrate the following:

- A strong communicator with outstanding people skills
- Achievement focus
- Commitment to collaborative working
- Effective decision making
- Leadership

Miscellaneous:

- A salary reflecting the post holders experience and position within the organisation will be offered. In addition, a pension scheme and other benefits.
- This role covers the whole of Scotland and so requires some travel around the country, often during evenings and weekends. On occasion, the post holder may be required to travel outside Scotland.