

Factor	Essential	Desirable
Work and Other Experiences (in an employed or voluntary capacity)	<ul style="list-style-type: none"> • Experience of delivering coach led training sessions to athletes at different stages of the canoeing pathway • Experience of designing and implementing training programmes • Working as part of a team and on own initiative • Credible record of working with different groups of partners/stakeholders • Experience of working with volunteers • Experience in the management of people, budgets, projects and events 	<ul style="list-style-type: none"> • 3 years of practical coaching experience in the specific discipline • Experience of international standard competition (as a coach) • Experience of international standard competition (as a paddler) • Experience in either sports development or event organisation • Awareness of the current topics relevant to competition canoeing in Scotland • Knowledge of the organisational structure of Scottish sport
Qualifications and Attainments	<ul style="list-style-type: none"> • British Canoeing Coach Award or equivalent. The club and SCA will support the coach in their progress towards the British Canoeing Performance Coach Award • Undergraduate degree or If no formal qualification, appropriate work experience 	<ul style="list-style-type: none"> • Degree in sport science or related
Knowledge	<ul style="list-style-type: none"> • Knowledge of the structure of performance sport internationally - especially in canoeing • Knowledge of contemporary issues within sport 	<ul style="list-style-type: none"> • Knowledge of sports science (Physiology, Psychology, Anatomy, Biomechanics, etc) • Knowledge of the structure and organisation of sport in Scotland • Knowledge of British Canoeing Coaching and Performance Awards

SCA Performance Coach Person Specification

Factor	Essential	Desirable
Skills	<ul style="list-style-type: none"> • Proven leadership, teamwork and decision making skills • Proven interpersonal/communication skills (written and verbal). Ability to make clear and effective presentations and write reports • Proven organisation and planning skills and ability to devise and deliver projects on time and budget • Able to work independently whilst keeping others informed of progress and results • Proven IT skills – be self-sufficient and time efficient with IT • Proven numeracy and literacy skills 	<ul style="list-style-type: none"> • Able to demonstrate a range of strategies to “coach” people to operate effectively – athletes and coaches • Able to influence and negotiate. • Able to apply the principles of good customer service
Disposition and Personal Qualities	<ul style="list-style-type: none"> • Proven ability to be proactive, work with minimal direction and supervision, and have a “make it happen” attitude • Proven ability to be solution oriented with a growth mindset • Proven ability to demonstrate confidence, empathy, enthusiasm • Proven ability to work well with young people. • Commitment to personal development and growth in the different areas of the role • Energy and enthusiasm 	<ul style="list-style-type: none"> • Versatility and creativity • Entrepreneurial focus and approach to work and life • Enthuse, motivate, provide direction and influence others • Be enthused, motivated, directed and influenced by others. • Proven ability to work on own initiative
Special Aptitudes	<ul style="list-style-type: none"> • Ability to work effectively as a member of a team • Ability to work flexible hours to suit the delivery of the work • Clear concise written and verbal communication • To act as an effective role model for athletes • This is a Regulated Work post and subject to a successful PVG check 	<ul style="list-style-type: none"> • A well-balanced range of interests