

Vacancy – SCA Head of Performance & Pathways

The Scottish Canoe Association (SCA) excels in all of the activities covered by a Sports Governing Body. Details of our recent achievements can be found in the [SCA Annual Report 2017-2018](#). We pride ourselves on being well run and extremely innovative. We do all this through effective teamwork between our volunteers, staff, board, providers and clubs and through efficient use of technology and systems. In addition we are actively developing strategic partnerships to extend the reach and impact of our work in order to change lives through paddlesport.

Remi Gaspard has led the SCA Performance & Pathways work for almost seven years. He is leaving the SCA to work for the French federation, in preparation for the 2024 Olympic and Paralympic Games at a time when we are 2 years into our existing 4 year plan and delivering in all areas. During this time the Performance Programme has developed into a successful, professionally-run pathway, achieving disproportionate success at enabling Scottish athletes to join GB teams and to progress on to GB performance programmes run by British Canoeing.

The SCA seeks an extremely capable individual to take on the leadership and management of the Performance & Pathways area - recognising that this is constantly developing and requires someone with vision and a growth mindset who is able to demonstrate creativity, innovation and excellent practical delivery in their work to date. You will possess a genuine interest in performance sport - it not essential that this is through paddlesport. You will need to lead, manage, monitor and report on activities and work effectively with relevant stakeholders. SCA Performance & Pathways benefits from investment from **sportscotland**.

In the current [4 year plan 2017-2021](#), in addition to the implementation of the performance support to identified performance athletes, there has been an increased focus on the development of performance coaches and the local environments in which they operate. This work, together with partnerships with **sportscotland**, the **sportscotland** Institute of Sport, British Canoeing and Winning Students provide the foundations for success in SCA performance and pathways going forwards.

Annual salary for this post on a full time basis is circa £35-40k. A degree of flexible working will be necessary. We encourage applicants interested in taking on the role either full time or part time to apply.

- Applications close at noon **Monday 21 January 2019**
- Initial interviews will be held via online conference call on **Monday 28 January 2019**
- Candidates invited for an interview will be notified by 5pm Thursday 24 January 2019

See canoescotland.org for the job description, person specification, application form and equality monitoring form. The post will be based at the Scottish Canoe Association office in Edinburgh. For an informal discussion about this role please contact Stuart Smith, Chief Executive Officer on 07710 012019 or stuart.smith@canoescotland.org

SCA is committed to selecting staff solely on the basis of their ability to do the job for which they are being recruited, and welcomes applications from all sectors of the community. Applications are especially welcome from individuals within groups currently under-represented within the SCA staff, such as women, disabled people and those from black and minority ethnic communities.