

Person Specification – SCA Head of Performance & Pathways

Factor	Essential	Desirable
Qualifications and Attainments	Educated to Degree level or equivalent	Degree in management, business, sports studies or education
Work and other experience (in employed or voluntary capacity)	<p>Knowledge and/or experience of performance sport structures</p> <p>Demonstrated creativity and innovative thinking and experience of implementing new ideas and approaches</p> <p>Successful record of working with different groups of stakeholders and partners</p> <p>At least 3 years proven management experience of people, finance, projects and events</p> <p>Experience of setting targets, monitoring performance and refocusing activities as appropriate</p>	<p>Demonstrable record of increasing profile and developing links with sponsors</p> <p>Knowledge of the structure and organisation of sport in Scotland and/or paddlesport</p> <p>Knowledge of wider, contemporary issues within sport</p>

Skills	<p>Proven leadership, teamwork and decision making</p> <p>Excellent interpersonal and communication skills</p> <p>Excellent influencing and negotiating skills</p> <p>Excellent organisational and planning skills</p> <p>Proven ability to devise and deliver projects on time and on budget</p> <p>Skilled and efficient at using cloud-based IT systems</p>	<p>Ability to write concise & accurate reports</p>
Disposition and Personal Qualities	<p>Proven ability to work with others, motivate, provide direction and influence. Ability to adapt one's own style according to the team make-up and dynamics</p> <p>Proven ability to demonstrate confidence, empathy, enthusiasm, and initiative. Approachable and adaptable</p> <p>Proven ability to be proactive, work with minimal direction and supervision, and have a "make it happen" attitude</p> <p>Proven ability to prioritise work and to respond to the demands, pressures and needs of a sport about which staff and volunteers are passionate</p> <p>Flexible working to carry out the role whilst managing work/life balance and working in a sustainable way</p>	<p>Entrepreneurial focus</p> <p>A well balanced range of interests</p> <p>Understanding of coaching, sport sciences and sports medicine practice</p>