Recruitment Pack

Senior Pathway Lead



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Join the Future of Curling!



Are you passionate about sport, developing and building pathways and creating opportunities for people to reach their full potential? This is an exciting opportunity to join Scottish Curling as our Senior Pathway Lead, taking the responsibility for developing and leading a connected, inclusive and ambitious athlete pathway.

Scottish Curling is entering an exciting period as we launch our next four-year strategy: *Growing the Game 2027-31*. Alongside our ambitions to grow and strengthen the sport is the continued development of a strong and sustainable performance pathway that connects club curling, the Academy and the wider sporting system.

If you're an energetic, forward thinking and driven individual who can inspire others, build strong relationships, and turn ambition into action, whilst being passionate about developing people, leading change and creating inclusive and safe environments, we want to hear from you.

Join us and help shape the future of curling in Scotland.

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About Us

Scottish Curling, the trading name of the Royal Caledonian Curling Club, is the national governing body for curling in Scotland. Founded in 1838, we represent a vibrant community of around 9,000 members across 500 clubs.

Our Vision

Scottish Curling has a vision for a future where we have a nationwide network of Thriving Curling Communities.

Our Purpose

Scottish Curling's purpose is to Champion Curling.

Our Mission

Enabling fun, social and engaging curling experiences for everyone.



Job Title

Senior Pathway Lead

Salary
Circa £39,000
(subject to experience)

Location
Flexible working
(Scottish Curling office in Newbridge, Edinburgh; regular travel across Scotland; occasional UK & International travel)

Reports to
Head of Sport & Communities

Direct Report
Workforce Development Manager

Employment
Full time

Purpose

The Senior Pathway Lead will lead Scottish Curling's athlete and coach pathway from club curling through the Scottish Curling Academy to the Sport Org Performance System. The postholder leads the Academy, develops able-bodied and para athletes, gives direction to the coaches and workforce who support them and uses data to keep improving the pathway.
The role leads the pathway and Academy function within the Sport & Communities portfolio, combining strategic leadership with hands-on delivery in a small governing body.

Key Contacts

- Scottish Curling staff, Board, volunteers and relevant committees
- Athletes; para & able-bodied curlers
- Parents/carers
- Clubs, Coaches & Volunteers
- Ice Rinks
- Sport Org
- **sport**scotland, including Institute of sport
- Scottish Disability Sport
- World Curling
- Other relevant stakeholders

Responsibilities

Pathway Design & Partnerships

- Design, publish and implement a clear, connected pathway for able-bodied and para athletes with defined stages, entry points, progression criteria and transition routes, including emerging talent and pre Academy opportunities.
- Agree transition into Sport Org programmes, including selection information, athlete data and transition support.
- Review provision annually to identify gaps, barriers and duplication and advise HOSC

Athlete Development & Academy

- Plan and deliver the Academy programme (including training, camps, athlete reviews, competitions) to consistent standards across national and regional provision.
- Maintain fair, published policies for selection, deselection, review and transition, supported by athlete and coach agreements.
- Ensure individual athlete development plans in place covering technical, tactical, physical, personal development and wellbeing, within a safeguarding first environment.
- Resource programmes (coaches, ice, facilities and specialist support) and take a hands on role at identified camps and competitions.

Coaching & Workforce

- Line manage the Workforce Development Manager.
- Set Standards for pathway and Academy coaches, lead their recruitment, development and review.
- Build depth and succession in the workforce pathway, and strengthen links between club and pathway coaches.



Responsibilities

Club Connections

- Work with Sport & Communities colleagues who lead club development, to strengthen links between clubs, ice facilities and the pathway.
- Support clubs and club coaches identify and develop curlers with potential, coordinating camps that complement club and Academy provision.
- Reduce geographic, financial and structural barriers to progression and communicate opportunities clearly to athletes, clubs and parents/carers.

Research, Development & Data

- Establish and manage a system for tracking athlete progression, retention and exit, ensuring following UK GDPR guidance.
- Evaluate athlete, coach and programme development, working with research and academic partners where beneficial.
- Turn evidence into clear, practical insight for coaches and decision makers.

Leadership & Governance

- Manage pathway, Academy and workforce budgets and risks, ensuring value for money.
- Embed safeguarding, equality and inclusion throughout the pathway delivery.
- Report on progress, outcomes and risks to HOSC; contribute to wider organisational planning and undertake other reasonable duties consistent with the role.

SCOTTISH CURLING



Core Competencies

Leadership

Can use a range of leadership styles to manage a variety of people and situations, providing clear direction, support and motivation. Can articulate and encourage wide ownership of Scottish Curling's vision for developing the sport. Can support, recruit and lead others to deliver the relevant parts of the Scottish Curling strategic plan.

Pathway and Systems Thinking

The ability to understand, design and develop a connected athlete pathway, recognising how clubs, coaches, the Academy and the wider performance system work together. Takes a strategic, long term view to ensure clear progression opportunities, effective transitions and an inclusive pathway for able-bodies and para athletes.

Evidence-Led Decision Making

The ability to use data, research and evaluation to understand performance, identify gaps and inform decisions.

Collaboration and Influence

The ability to build positive and effective relationships across the curling and wider sporting network. Can work collaboratively to achieve shared goals. Can communicate clearly with different audiences and can influence others to support the development of a connected, inclusive and sustainable pathway.

Delivery and Accountability

The ability to turn strategic priorities into effective, measurable delivery. Takes ownership of pathway and Academy programmes, manages people, budgets and resources effectively. Monitors progress and outcomes ensuring delivery meets agreed standards timescales and objectives.

PERSON SPECIFICATION

Essential

- Significant experience in curling athlete development, talent or pathway development or coach developement.
- Knowledge of contemporary talent development practice, i.e. long-term development models, fair selection and deselection, managing transitions.
- A track record of designing and improving programmes, not only administering existing activity.
- Experience of leading people, through line management or clear leadership of coaches, staff or volunteers.
- Experience of managing budgets, resources and operational delivery.
- An understanding of safeguarding, athlete wellbeing, equality and inclusion in sport.
- Confidence using data and evidence to evaluate activity and inform decisions.
- Strong communication and stakeholder skills, with audiences from volunteers and parents/carers to national partners.
- The ability to combine strategic thinking with hands-on delivery.

Desirable

- A recognised sports coaching qualification, curling coaching experience or strong technical knowledge of curling.
- Experience in a national governing body, talent or performance sport environment, and knowledge of the Scottish and UK Sport system.
- Experience of curling or ice sport or other winter Olympic / Paralympic disciplines.
- Experience of working with sport science, research or academic partners.
- Experience of programme evaluation, monitoring frameworks or dashboards.

Personal Disposition

Essential

- Clearly demonstrate and embody the organisation's core values in everything they do.
- Demonstrates confidence, enthusiasm and initiative.

Additional Requirements

Essential

- Ability to work flexible working hours, including evenings and weekends.
- Full driving licence or access to transport.
- PVG Scheme Membership.

Working Together

At Scottish Curling, we're a small team with a shared commitment to championing our sport. We value collaboration, flexibility and a willingness to support one another. While this recruitment pack outlines the key responsibilities of the role, it isn't an exhaustive list. From time to time, you may be asked to support other activities that are appropriate to your skills, experience and the needs of the organisation.

Benefits and your well-being

At Scottish Curling, we're committed to supporting our team with a range of benefits designed to enhance work-life balance, personal growth, and overall well-being.



- **Annual Leave:** Enjoy 30 days of holiday allowance per year, giving you time to rest and recharge.
- **Festive Break:** Our office closes over Christmas and New Year, allowing you to fully enjoy the holiday season.
- **Birthday Leave:** Celebrate your birthday with a paid day off - our gift to you.
- **Flexible Working:** We offer flexible working hours and arrangements to help you balance your professional and personal commitments.
- **Professional Development:** We actively support opportunities for your ongoing learning and career progression.
- Volunteering Leave: Give back to causes you care about with up to 2 paid volunteering days each year.
- **Well-being Encouragement:** We promote daily well-being with encouragement to spend 30 minutes outdoors each day, supporting your physical and mental health.
- **Branded Kit:** Choose from a selection of Scottish Curling branded kit, helping you feel part of the team both on and off the ice.
- **Insights Profiling:** Access Insights profiling to support better communication and collaboration across the organisation.
- **Cycle to Work and Tech Schemes:** Save money through our cycle to work and tech purchase schemes, making commuting and tech upgrades more affordable.

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How to apply

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Interested? Excited about the opportunity?

Apply today by sending us the following to **recruitment@scottishcurling.org:**
Please include "Senior Pathway Lead" in the subject line of your email.

- **Your CV**
- **A covering letter outlining your interest in the role and providing examples of how your experience, skills and personal qualities meet the Core Competencies and the Skills and Qualifications set out in this recruitment pack.**

Closing date: 11:59 pm on 17 November 2026
Interview date: Scheduled to take place 25 November 2026
Employment eligibility: Applicants must be able to prove the right to work in the UK for at least the period of the contract of employment.
Enquiries: All enquiries should be directed to the email address listed.

Scottish Curling is an equal opportunity employer committed to creating an inclusive environment for all employees. We welcome applicants from all backgrounds to join our team and help us promote the joy of curling across Scotland and beyond.