



SCOTTISH
ROWING

FUNDED BY **2026**
SUMMER
OF SPORT

Application Pack

Closing Date:
28 June 2026 at
midnight

Salary:
£15 per hour with
selected travel expenses
reimbursed

Contract Type:
Fixed Term - to be
agreed during the
recruitment process

Working hours:
typically 09:00 - 16:00
(depending on location)

Location:
Various locations

Responsible to:
Club Development
Manager

Responsible for:
No direct reports

Summer of Sport Programme - Outreach Coaches Recruitment

To support the delivery of Scottish Rowing's *Summer of Sport* programme, we are recruiting **12 new** fixed term Outreach coaching roles to help increase coaching and leadership capacity within clubs and communities.

Working through Scottish Rowing's network of clubs and community partners, the postholders will help deliver safe, inclusive and accessible rowing activity shaped around local need, including Come and Try sessions and short introductory programmes with the ultimate aim to grow our sport wider than ever.

These coaching opportunities are open to individuals aged 18-26 years old, with full training provided to ensure postholders can deliver sessions safely and effectively.

Working hours will typically fall between 9:00am-4:00pm, with allocated hours varying depending on the local need. Each session allocated will be 2 hours of delivery.

Delivery will take place across several local authority areas, including:

- Aberdeen
- Dumfries & Galloway
- Edinburgh
- Fife
- Glasgow
- Highland
- North Lanarkshire
- Perth & Kinross
- Renfrewshire
- South Ayrshire
- South Lanarkshire
- Stirling
- West Dunbartonshire

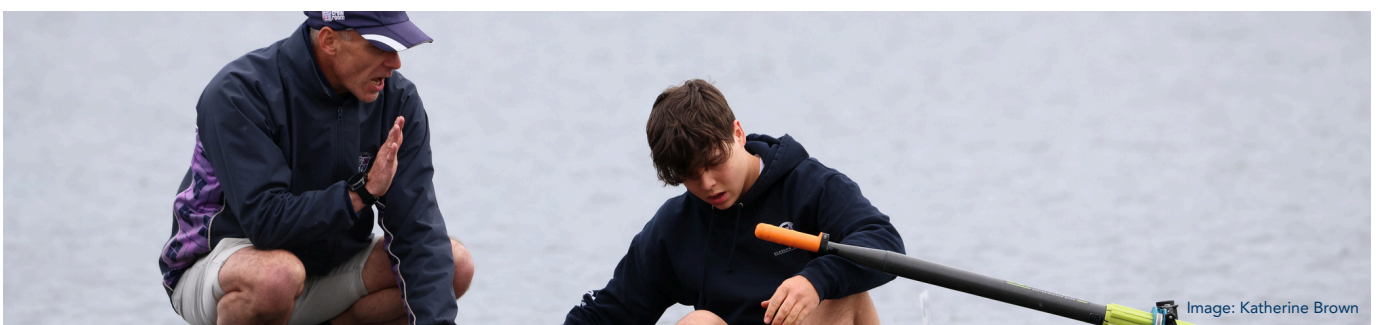


Image: Katherine Brown

Key working relationships:

- Scottish Rowing Development Team
 - Member clubs, coaches and volunteers
 - Community partners and local delivery organisations
 - Participants, parents and carers
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Key Responsibilities:

- Plan and deliver safe, engaging rowing sessions across club and community settings.
- Work alongside club coaches, volunteers and community partners to meet local delivery needs.
- Help create welcoming and accessible opportunities for participants of different ages and backgrounds.
- Always promote safe practice on and around water.
- Encourage participants to progress into further rowing activity through local clubs and pathways.
- Support the monitoring and evaluation of key programme targets, including maintaining accurate records and reflecting on delivery to inform impact reporting.

Person Specification

Applicants for the position of Summer of Sport Programme Outreach Coach at Scottish Rowing should meet the following person specification:

Criteria/Attributes	Essential	Desired
Qualifications	<ul style="list-style-type: none">• Completed Child Wellbeing and Protection in Sport & First Aid training or the ability to achieve in the next 6 months	<ul style="list-style-type: none">• Coach Education Qualifications (UKCC Level 1 or Equivalent)
Skills and Abilities	<ul style="list-style-type: none">• Strong communication and interpersonal skills.• Ability to work collaboratively with clubs, volunteers and community partners.• Keen to learn, engage fully with training, and deliver safe, inclusive sessions.• Ability to travel independently to delivery locations.	

Experience	<ul style="list-style-type: none"> • Experience of coaching, leading or supporting sports sessions with children, young people or community groups. • Good knowledge of water safety and the ability to apply safe working practices in delivery. 	<ul style="list-style-type: none"> • Previous Rowing Experience. • Proven experience in carrying out risk assessments and applying appropriate safety equipment and procedures to ensure the safe delivery of water-based sessions. • Familiarisation of boat setups
Knowledge	<ul style="list-style-type: none"> • Knowledge of safe practice on and around water sports activity. • Understanding of the importance of inclusive and accessible delivery. 	<ul style="list-style-type: none"> • Knowledge of rowing clubs or community sport delivery in Scotland. • Understanding of Safeguarding procedures and their importance within sports clubs/organisations
Personal Qualities	<ul style="list-style-type: none"> • Reliable, positive and approachable. • Motivated to support participants and create welcoming environments. • Able to work flexibly as part of a wider team. • Willingness to undertake relevant training and follow Scottish Rowing policies and procedures. • Selflessness, integrity, objectivity, accountability, openness, honesty and leadership 	<ul style="list-style-type: none"> • Passion for sport and physical activity and its ability to positively change lives. • Confidence in acting as a role model for young participants and new rowers.
Other Requirements	<ul style="list-style-type: none"> • Personal commitment to equality, diversity and inclusion. • Willingness and ability to work evenings and weekends as required. • This post is subject to membership of the Protecting Vulnerable Groups (PVG) Scheme. 	

Success in this Role

Success in this role will include:

- Increased coaching and leadership capacity across clubs and communities.
- Safe, welcoming and accessible delivery of Summer of Sport activity.
- High-quality Come and Try sessions and short introductory programmes delivered in response to local need.
- Positive participant experiences and clear routes into ongoing rowing activity.
- A strong contribution to the delivery of around 1,000 additional hours of coaching across Scotland.
- Contribute to the successful development of a Scottish Rowing Coaching Network, supporting connections between coaches, clubs, and communities.

This document outlines the core responsibilities of the role but is not an exhaustive list. It is intended as a flexible guide and may be updated as programme needs evolve.

Application Process

Scottish Rowing is committed to selecting staff solely based on their ability to do the job for which they are being recruited and welcomes applications from all sections of the community. Applicants should return the completed application form below.

Role Benefits

- Fixed Term Contract – Agreed during recruitment process
- £15 per hour for all delivery
- Selected Travel expenses reimbursed
- All Training and development costs covered

APPLICATION FORM LINK - [Outreach Coach Application Form](#)

Our Equality Monitoring and Application Forms should be completed using the link below (this does not form part of the selection process):

[Equality Monitoring Form](#)

For an informal and confidential discussion about this role please contact David Smith, Club Development Manager

david.smith@scottish-rowing.org.uk

If you require reasonable adjustments at any stage of the recruitment process, please contact jobs@scottish-rowing.org.uk and we will be happy to discuss your requirements.

Applications for this position close on **Sunday 28th June @ Midnight.**



Image: Fiona Rennie