

BOARD DIRECTOR SUPPORTING INFORMATION

1.0 INTRODUCTION

1.1 Scottish Swimming is the Governing Body for Swimming, Diving, High Diving, Masters Swimming, Open Water Swimming, Artistic Swimming and Water Polo. Swimming is a sport for everyone, and we are committed to developing the sport in an inclusive, equitable and fair way.

Our Vision is: Everyone can Swim!

Our Mission is: To inspire our members and partners in the development of aquatics, providing leadership and expert support, resulting in more people taking part and reaching their full potential.

Our Strategic Objectives are:

- To increase the number of people of all ages and abilities participating in swimming for health, fitness and fun.
- To support and develop stronger, more sustainable clubs that will provide increased and quality opportunities for people to participate at all levels.
- To enhance the aquatic pathway, ensuring high performance results through effective athlete development and quality coaching.

2.0 OUR STRUCTURE

2.1 Scottish Swimming has a governance structure which includes a Council elected from our membership and headed by our President and a Board appointed on a skills base, led by our Chair. In addition, there are a number of committees including:

- Swimming
- Diving
- Water Polo
- Masters
- Open Water
- Artistic Swimming
- Technical Officials
- Editorial Board
- Audit & Risk

The organisation is structured in two departments: Aquatics and Services. The Director of Aquatics manages both Development and Performance and along with the CEO, Director of Services, Finance Manager and Head of Marketing make up the management team. The company currently employs 27 full time and 3 part time staff.

Scottish Swimming boasts a modern, forward-thinking culture. We engage with our team to develop our “way of working” including clear direction, flexibility, responsibility, teamwork and trust. Being creative, we can often deliver a superior service for our partners and customers while providing our staff with a flexible and rewarding experience. Overall, the culture reflects a warm and supportive but also challenging environment.

3.0 Our Members and Partners

3.1 Our membership

- We have circa 20,000 members including athletes, teachers, coaches, and volunteers.
- We have 152 clubs which vary in size from 8 to 657 members.
- We have 51 affiliated swim schools, which offer organised learn to swim opportunities and these vary in size from a small number to over 5,000 customers.
- There are member clubs and swim schools across all parts of Scotland.

Our Partnerships

- Key partners include **sportscotland**, the Scottish Government, Local Authorities, Leisure Trusts, British Swimming, Commonwealth Games Scotland, and Scottish Disability Sport.
- Critical to our sport are the partnerships with pool operators and owners.
- Through strong partnerships, Scottish Swimming can support operators and members to maximise pool usage and ensure good links between Learn to swim and Club swimming.

4.0 BOARD DIRECTOR

You will be a member of the Board of Directors and will be expected to contribute to the strategic direction of the Company and will attend Board meetings, which are held approximately every 2 months. Meetings are normally held on Sundays with an occasional meeting on a weeknight or during a National event. Successful candidates will also be required to attend the Annual General Meeting, which is held on the last Saturday of September.

The successful applicant will work closely with the Chairperson/Chief Executive to support the overall strategy for the Company within his/her particular areas of expertise.

The Board of Directors has the following remit:

- Oversee the work of the management team, ensuring the Company delivers against the corporate plan through meeting the annual targets.
- Plan for the development of the Company, including the review of Scottish Swimming's long-term vision and strategy.
 - Support, mentor, and challenge members of the Management Team.
- Review reports on Income and Expenditure.
- Act as Project Sponsor for a variety of company projects.
- Maintain a current knowledge of the Board's activities, the work of Scottish Swimming and the work of the relevant disciplines and partner associations.
- Represent and consider recommendations from Standing Committees.
- Together with the Chair, Board and CEO report to the membership annually.

INTERVIEWS

Interviews will be held for this post and will take place on Tuesday 14th June. The panel will consist of:

- President
- Vice President
- Chair of the Company Board
- Chief Executive (secretary to the appointment panel)

TERMS AND CONDITIONS

Tenure of Post

- The post will be up to a four-year term and is subject to annual approval by the SASA Council.

Honorarium

- The post has an honorarium of circa £1,250 net, which will be paid subject to a satisfactory annual appraisal.

Expenses

- Travel and any other out of pocket expenses will be paid in accordance with the current Scottish Swimming travel and subsistence policy.

Should you wish to clarify any of the above or seek additional information prior to application, please contact Graeme Marchbank, Chair Board of Directors, Tel: 07783 405705 or Euan Lowe, CEO, Tel: 07740 987379.