

Chief Executive Officer

Forbes Dunlop CEO	Forbes supports the Staff, Council and Board. Forbes also leads on the development and execution of vision, strategy, and planning.
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Corporate Services

Elaine Mackenzie Director of Services	Elaine's role is to lead on all HR matters. Elaine also has responsibility for co-ordinating all matters relating to the AGM, constitutional issues, complaints/well-being and protection, equality and ensuring that Scottish Swimming meets quality their data protection obligations.
Francesca Carlo Services Manager	Francesca is the Manager to the Services Team and leads on the development and implementation of the Club Membership program for Scottish Swimming. Francesca also works with the Director of Services on data protection.
Melanie Orr Executive Officer Membership	Melanie supports the Services Manager on the Club Membership program and is responsible for supporting the organisation of the AGM, administering the Information Guide, Governance documentation, maintaining membership database. Melanie provides admin support to the Board of Directors and Council and to the National Events Manager.
Janis Myles Services Administrator and Receptionist	Janis is the first point of contact in the organisation and is responsible for all tasks arising from general reception enquiries via mail, email or voicemail. Janis supports the club membership program; processes swim school memberships; supports the Events Team; administers monthly club mailings, facilities support, etc.
Deborah McGinniss Finance Manager/ Company Secretary	Deborah leads and manages the day-to-day financial management of the company. This includes managing the investment awarded by sportscotland , Membership, sponsorship and other external partners. Deborah also provides management and financial reports, monitors financial risks and ensures Scottish Swimming adopts a quality internal control procedure.
Catherine Ely Executive Officer Finance	Cathy's is part of the Finance team, her role includes responsibility for the purchase ledger, sales ledger processing bank payments, administration of corporate credit cards, credit control and finance support for the administration of Awards.
Helen Plank Head of Marketing	Helen leads the marketing strategy and delivery of the marketing plan for Scottish Swimming in line with corporate objectives. This involves taking the lead on sponsorship, branding across all departments, digital development, stakeholder liaison and marketing support for all partners.
Kirsten Phillips Communications Manager	Kirsten's role is to manage all communications and media activity for Scottish Swimming. This includes the development and implementation of a communications strategy, maximising media and PR opportunities, managing athlete requests and liaising with stakeholders. Kirsten manages all media activity, the production of all corporate documents including the annual report as well as creating campaign plans and managing branding requirements at national events.
Lindsay Lewis Events Manager	Lindsay leads on the development and support the delivery of events. Lindsay is responsible for communicating, maintaining and developing client relationships with external service and venue providers, developing partnership agreements to help secure favourable terms for all Scottish Swimming events and co-ordination of TYR order placements.
Ryan Rowe Digital Communications & Marketing Officer	Ryan provides support to the Marketing Team on all marketing and communication activity and is the lead on the day to day upkeep of the Scottish Swimming website, social media platforms.

Performance Team

Ally White Director of Performance	Ally provides leadership in developing and implementing Scotland's performance plan for swimming. This includes corporate lead for planning, monitoring, investment, budgeting, and communicating with key partners on all performance matters.
Alan Lynn National Coach	Alan is responsible for technical development in swimming and heads up the extensive national squad programme. He also leads the development and support process to our performance coaches and manages coach development opportunities.
Dorothy Roberts Swimming Programme Manager	Dot is the Performance Team lead for sportscotland Institute of Sport support to Scottish Swimming squads. Dot also leads on the organisation of Squad weekends and camps and the resourcing of the District Regional Programme.
Paul Wilson Disability Performance Development Manager	Paul has responsibility for the performance development of disability swimming. He is responsible for the Scottish Talent Squad to ensure that more swimmers make British Para-Swimming World Class Programmes. He works closely with British Swimming, Scottish Disability Sport towards providing a seamless pathway from Learn to Swim through to World Class Programmes.
Shona McCallum Executive Officer Performance	Shona is part of the Performance Team and leads on the administration for the DRP, performance weekends, training camps and competitions, Swimming Committee, Coaches Technical Panel and High Performance Group. Shona administers Scottish records.

Development Team

Sharon MacDonald Director of Development	Sharon leads and manages the Development Team who are responsible for developing and implementing a strategy which engages more people in swimming for health, fitness and fun; builds stronger sustainable clubs and provides quality education and training.
Fiona Paterson Participation Programme Manager	Fiona is responsible for the National Framework for Swimming in Scotland, supporting aquatic providers at a strategic and operational level to deliver quality learn to swim environments for all ages and abilities.
Sarah Pryde-Smith Club Development Manager	Sarah leads and manages the team of Regional Development Managers who are responsible for developing and implementing a strategy to support our swimming clubs throughout Scotland.
RSDM's Regional Swimming Development Manager's	The RSDM's are part of the Development Team with responsibility for planning, monitoring and evaluating a co-ordinated approach to swimming development. They are responsible for working with clubs to implement Scottish Swimming's swiMark club development programme, co-ordinating training and development for coaches and teachers and co-ordinating the training and development of volunteers (including wellbeing and protection).
Colleen Blair RSDM – Highlands, Islands & Moray	Colleen covers Highland, Orkney, Shetland and the Western Isles. Colleen is the strategic lead for Open Water swimming.
Sean Dawson RSDM – Grampian & Tayside	Sean covers Aberdeen City, Aberdeenshire, Moray, Angus, Dundee, Perth and Kinross. Sean is the strategic lead for the STO committee.
Eilidh McCall-Lawrie RSDM – Central & West	Eilidh covers Angus, Clackmannanshire, Dundee, Falkirk, Perth and Kinross, Stirling, North and South Lanarkshire. Lynn also provide's the RSDM link with the Participation Programme Manager on Learn to Swim.
Paul Donald RSDM – West	Paul covers Argyll and Bute, Dumfries and Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Inverclyde, North Ayrshire, Renfrewshire, South Ayrshire, and West Dunbartonshire.
Gordon Hunter RSDM – East	Gordon covers the Borders, East Lothian, City of Edinburgh, Fife, Midlothian and West Lothian. Gordon also provides support to the Safeguarding Officer around well-being and protection.
Neal Rayner Water Polo Development Officer	Neal develops polo in Scotland through increasing participation and developing The Polo Player Pathway such that juniors can reach elite levels. Currently, his focus is on developing the existing clubs to deliver high quality programmes at their particular place on the pathway for both boys and girls. Additionally, he builds the infrastructure through developing and delivering the Coaches and Officials Educational programmes
Alan Reed Workforce Development Manager	Alan is part of the Development Team with responsibility for leading the Education team. This includes maintaining Scottish Swimming as a training provider for teacher and coach education, management of the tutor workforce, teacher/coach and tutor licensing and continuing professional development.
Rachel Adamson (mat cover - 2/19) Executive Officer Development	Rachel is part of the Development Team with responsibility for overseeing the daily operation of the Education department including UKCC, CPD, funding and bursary processing. Nicola is the SQA Head of Centre for Scottish Swimming and leads on the Active Delivery Centre for our 10 partner sports.
Amy McRobb Education Administrator	Amy is part of the Education Team with responsibility for all course administration. Amy's main focus is to organise and administer training courses and work with external tutors on courses, registration and certification with the Scottish Qualification Authority as well as dealing with customer enquiries.
Charlene Graham Executive Officer Club Development	Charlene is part of the Development team responsible for the administration of well-being and protection. Provide admin support and work with RSDM's to deliver Club Development projects. Charlene also provides admin support to the Chairs of Synchro, Water Polo, Diving and Open Water.