

## Chief Executive Officer

<b>Euan Lowe</b> CEO	Euan supports the Staff, Council and Board. Euan also leads on the development and execution of vision, strategy, and planning.
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## Corporate Services

<b>Elaine Mackenzie</b> Director of Services	Elaine heads up with Services team and she leads on all governance and HR matters. Elaine also has responsibility for organising the AGM and managing constitutional issues, complaints/well-being and protection, equality as well as ensuring that Scottish Swimming meets their GDPR obligations.
<b>Francesca Carlo</b> Services Manager & Data Protection Officer	Francesca is the Manager to the Services Team and leads on the development and implementation of the Club Membership program for Scottish Swimming. Francesca is the first point of contact for data protection enquiries.
<b>Melanie Orr</b> 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 for all the disciplines.
<b>Deborah McGinniss</b> Finance Manager/ Company Secretary	Deborah leads and manages the day-to-day financial management of the company. This includes managing the investment awarded by <b>sportscotland</b> , 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.
<b>Catherine Ely</b> Executive Officer Finance	Cathy 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.
<b>Helen Plank</b> 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.
<b>Kirsten Phillips</b> 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.
<b>Lindsay Lewis</b> 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.
<b>Vacancy</b> Digital Communications & Marketing Officer	This role 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 and social media platforms.

## Performance Team

<b>Ally White</b> 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.
<b>Alan Lynn</b> 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.
<b>Dorothy Roberts</b> Swimming Programme Manager	Dot is the Performance Team lead for <b>sportscotland</b> Institute of Sport support to Scottish Swimming squads. Dot also leads on the organisation of Commonwealth Games preparation; Squad weekends and camps; and the resourcing of the District Regional Programme.
<b>Paul Wilson</b> 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.
<b>Shona McCallum</b> 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**

<b>Sharon MacDonald</b> 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.
<b>Gordon Hunter</b> Participation Development Manager	Gordon will provide operational support and guidance to Aquatic Partners delivering Scottish Swimming's National Learn to Swim Framework.
<b>Paul Donald</b> Club Development Manager	Pauls role 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.
<b>RSDM's</b> Regional Swimming Development Managers	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).
<b>Colleen Blair</b> RSDM – Highlands, Islands & Moray	Colleen covers Highlands, Moray, Orkney, Shetland & Western Isles. Colleen is the strategic lead for Open Water swimming.
<b>Sean Dawson</b> RSDM – Grampian & Tayside	Sean covers Aberdeen City, Aberdeenshire, Angus, Dundee, Perth and Kinross. Sean is the strategic lead for the STO committee.
<b>Andy Maguire</b> RSDM – Central & West	Andy covers Clackmannanshire, Falkirk, Stirling, Glasgow, North and South Lanarkshire. Andy is also the strategic lead for the Synchro Committee
<b>Erin Cummins</b> RSDM – West	Erin covers Argyll and Bute, Dumfries and Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Inverclyde, North Ayrshire, Renfrewshire, South Ayrshire, and West Dunbartonshire.
<b>Alan Reed</b> RSDM – East	Alan covers the Borders, East Lothian, City of Edinburgh, Fife, Midlothian and West Lothian.
<b>Elaine Murdoch</b> People Development Officer	Elaine supports the delivery of the National Framework for Aquatics in Scotland through managing the education, learning and development programme for Learn to Swim providers and the teaching workforce and managing the education, learning and development programme for Club coaches and volunteers.
<b>Rachel Adamson/ Nicola Curwood</b> Executive Officer(s) Education	Rachel and Nicola are part of the Development Team with responsibility for overseeing the daily operation of the Education department including UKCC, CPD, funding and bursary processing. They are the SQA Head of Centre for Scottish Swimming and lead on the Active Delivery Centre for our 10 partner sports.
<b>Victoria Steele</b> Executive Officer Wellbeing & Club Development	Victoria is part of the Development team responsible for the administration of well-being and protection. Victoria also provides administration support for the Regional Team to deliver Club Development projects. In addition Victoria provides support to the Young Volunteers Programme.
<b>Lindsey Booth</b> Wellbeing & Protection Officer	Lindsey is the first point of contact for all Wellbeing & Protection matters. Lindsay can be contacted on 07832 117491.