

Chief Executive Officer

Euan Lowe	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

Services

Elaine Mackenzie 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 as well as supporting on wellbeing and protection, equality and ensuring that Scottish Swimming meets their GDPR obligations.
Francesca Carlo 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.
Melanie Orr Executive Officer - Services	Melanie supports the Services Manager on the Club Membership program and maintaining the membership system. Melanie is also responsible for supporting the organisation of the Awards Dinner, AGM and administering the Information Guide/Governance documentation. Melanie provides admin support to the Board of Directors, Council and to the National Events Manager for all the disciplines.

Finance

Deborah McGinniss Finance Manager/ Company Secretary	Deborah leads and manages the day-to-day financial management of the company. This includes managing the income received from sportscotland , Membership, sponsorship and other external partners. Deborah also provides management and financial reports and provides support to the senior management team on all financial matters.
Catherine Ely Executive Officer Finance	Cathy supports the Finance Manager, her role includes responsibility for the purchase ledger, sales ledger, processing bank transactions, administration and reconciliation of corporate credit cards and credit control.

Marketing

Helen Plank Head of Marketing	Helen manages the marketing team and leads the development and implementation of the marketing and communications strategy for Scottish Swimming in line with corporate objectives. This involves leading the development of Scottish Swimming's marketing and communications strategy and presentation to Board; securing sponsorship and managing partners; brand and campaign development; digital development; content management; 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 leading on event reporting and campaign plans for national and international events.
Lindsay Lewis Events Manager	Lindsay leads on the development and support for Scottish Swimming 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.
Charlie Harris Digital Communications & Marketing Officer	Charlie manages social media content across all channels and provides support to the team and different departments on all marketing and communication activity which is promoted on social media. Charlie is also the lead for updates to the website, management of our image library and video editing, taking the lead on in-house video development and delivery.

AQUATICS TEAM

Ally White Director of Aquatics	Ally provides strategic leadership and overall responsibility across both Development and Performance teams.
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Development

Gordon Hunter Participation Development Manager	Gordon will provide operational support and guidance to Aquatic Partners delivering Scottish Swimming's National Learn to Swim Framework.
Paul Donald Club Development Manager	Paul's 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.
RSDM's 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).
Colleen Blair RSDM–Highlands, Islands & Moray	Colleen covers Highlands, Moray, Orkney, Shetland & Western Isles. Colleen is the staff support for Artistic Swimming and Open Water swimming.
Sean Dawson RSDM–Grampian & Tayside	Sean covers Aberdeen City, Aberdeenshire, Angus, Dundee, Perth and Kinross. Sean is the staff support for the STO committee.
Andy Maguire RSDM–Central & West	Andy covers Clackmannanshire, Falkirk, Stirling, Glasgow, North and South Lanarkshire. Andy is also the staff support for the Master's Swimming Committee
Erin Cummins 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. Erin is also the staff support for the Water Polo Committee.
Alan Reed RSDM–East	Alan covers the Borders, East Lothian, City of Edinburgh, Fife, Midlothian and West Lothian. He also is the strategic link for Scottish Student Sport (SSS) and Scottish Disability Sport (SDS), along with this Alan am a member of the East District Management Committee.
Elaine Murdoch 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.
Rachel Adamson/ Nicola Curwood 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 Teacher and Coach education, CPD, funding and subsidy processing. They are the SQA Head of Centre for Scottish Swimming and lead on the Active Delivery Centre for our 10 partner sports.
Victoria Steele 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.
Vacancy Safeguarding Officer	This role is the first point of contact for all Safeguarding & Child Protection matters.

Performance

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 Pathway & Performance 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 Commonwealth Games preparation; National Programme weekends and camps; and the resourcing of the Junior Academy.
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	Shona is part of the Performance Team and leads on the administration for the Junior Academy, performance weekends, training camps and competitions, Swimming Committee,

