



## Head of Development: Scottish Squash Limited

### About Us

Scottish Squash Limited (SSL) is the governing body for squash in Scotland. Our office is based at Oriam, Heriot-Watt University, Edinburgh, and we have a dedicated team of 9 staff working across the country.

With approximately 5,500 registered players, 88 member clubs, a voluntary Board of Directors, and a network of regional committees, SSL is entering an exciting new era as we strive to deliver our strategic plan: Together For Squash in Scotland - 2023-27. There's lots of positive things going on in Scottish Squash and this is an exceptional opportunity for someone with a passion for sport and great leadership skills to be part of a talented team and take the sport forward.

### Together for Squash in Scotland

We launched our strategic plan [Together For Squash in Scotland](#) in 2023. In it we have identified our ambitions for the next ten years, linked to three strategic pillars, which are underpinned by four-year long-term outcomes.

Below is a summary of the key parts of our strategy with our Mission and Values supporting our three key strategic pillars and leadership themes.

#### OUR STRATEGIC PILLARS

- 1 Clubs
- 2 Performance Pathway
- 3 Leadership

#### OUR LEADERSHIP THEMES

- 1 Equality, Diversity and Inclusion
- 2 Collaborative Culture
- 3 Raised Profile

### Our Mission

To achieve our ambitions, Scottish Squash will work together with the regions and the clubs, to help you to enjoy squash, be the best you wish to be, and have a lifelong participation in the game.

### Our Values

Underpinning everything we do are our values, and it is important that our CEO, staff and squash family lives these values if we are to be more successful.



## The Role

We are seeking an inspirational Head of Development (HoD) to lead the development team strategically and operationally.

The HoD is responsible for ensuring the delivery of the strategic objectives aligned to the clubs, coaching and competitions operational plans. HoD, in line managing the Development Team, will lead and manage a positive development culture to increase and sustain participation, at every level, in squash across Scotland. The role will be responsible for the design and implementation of programmes that drive greater participation in squash in Scotland and that encourage more people to get involved in the leadership and delivery of the sport.

The HoD is a key member of the SSL Leadership Team, working alongside the Chief Executive and Head of Performance & Pathway to ensure the implementation of the annual plan.

**Location:** SSL Office, Oriam, Heriot-Watt University, Edinburgh, EH14 4AS (flexible)

**Salary:** SSL Grade 9 - £40,077 per annum

**Contract:** Full-time (37.5 hours per week), including evenings and weekends as required

## About You

We are looking for an exceptional leader who can positively influence and develop our team and extensive network of volunteers, all in alignment with our core values. You will have the ability to create and build effective relationships with internal and external partners

Key qualities include integrity, self-awareness, and enthusiasm. Experience in delivering strong governance, and the ability to build trust and work collaboratively with the Board of Directors, stakeholders, and sponsors, are essential.

If you have the ambition, passion, and credentials to steer SSL into its next chapter, we encourage you to apply.

## Application Process

Please send your Curriculum Vitae (no more than 2 pages) along with a supporting statement (up to 500 words) detailing your relevant skills, knowledge, and experience to: [recruitment@scottishsquash.org](mailto:recruitment@scottishsquash.org).

Please include the names and contact details of two referees (one of whom should be a previous employer). Referees will not be approached until the final stages of selection, and only with your prior consent.

Please also complete our Equal Opportunities Monitoring Form [HERE](#).

If you have any queries or wish to have an informal discussion about the role please contact [paul.macari@scottishsquash.org](mailto:paul.macari@scottishsquash.org)

**Closing Date:** 24<sup>th</sup> June 2025

**Interviews:** Week commencing 30<sup>th</sup> June

## Further Information

### Equal Opportunities Monitoring Form

Scottish Squash Limited is committed to being an equal opportunities employer, ensuring a working environment free from harassment, victimization, or discrimination. We welcome applicants from all backgrounds, regardless of age, gender identity, disability, race, religion, sexual orientation, socioeconomic status, or any other characteristic.



<b>Job Title:</b>	Head of Development
<b>Employer:</b>	Scottish Squash Ltd (SSL) is the governing body for squash in Scotland, recognised by <b>sportscotland</b> , the European Squash Federation and the World Squash Federation. SSL is a company limited by guarantee, with a Board of Directors elected by the members.
<b>Reports to:</b>	Chief Executive Officer
<b>Who Reports to the Job Holder:</b>	Club Development Manager, Workforce Development Manager, Pathway & Competitions Co-Ordinator
<b>Job Purpose:</b>	<p>The Head of Development is responsible for ensuring the delivery of the strategic objectives aligned to the clubs, coaching and competitions operational plans. The Head of Development, in line managing the Development Team, will lead and manage a positive development culture to increase and sustain participation, at every level, in squash across Scotland. The role will be responsible for the design and implementation of programmes that drive greater participation in squash in Scotland and that encourage more people to get involved in the leadership and delivery of the sport.</p> <p>The Head of Development is a key member of the SSL Leadership Team, working alongside the Chief Executive and Head of Performance to ensure the implementation of the annual plan.</p>
<b>Location:</b>	SSL office: Oriam, Heriot Watt University, EH14 4AS (Flexible working)
<b>Salary:</b>	SSL Grade 9 - £40,033 per annum
<b>Contract:</b>	This position is a full time position (37.5 hours per week)

### Key Responsibilities

- Strategic development and implementation of the clubs', coaching and competitions annual operational plans and annual budgets, directing and supporting all staff involved with their delivery
- Lead the development team in supporting squash clubs across Scotland to ensure optimal utilisation of the club and their affiliation to SSL
- Provide line management support for the Development Team to ensure effective operation and delivery of key outcomes
- Support the diversity and inclusion agenda for the organisation
- Act as Chair of the Development Advisory Group(s) and SSL lead on the Masters Working Group
- Develop and embed new programmes and initiatives to drive increased participation across junior, senior and masters squash and racketball in Scotland, maintaining records of all activities and monitoring results against targets
- Use local intelligence to develop a facilities strategy to deliver the increased facility capacity required by increased participation and deliver facility requirements of the player pathway
- Develop and manage relationships with key stakeholders, clubs and members in order to develop, promote, enhance and grow squash across all target groups

- Ensuring adherence to and compliance with all SSL policies and procedures and participating in training where required
- Assisting with any other duties as reasonably required in order to enhance the business of SSL

## Person Specification

### Personal Qualities/Abilities:

- Ability to communicate positively, with a broad spectrum of people
- Strong verbal and written communication skills with excellent presentation skills
- A positive, can do enthusiastic attitude, with a passion and commitment to growing the sport and delivering quality
- Knowledge of the sporting landscape and ability to demonstrate a track record or achieving targets
- Committed and loyal individual, with a flexible approach to work and able and willing to work outside normal working hours

### Performance Leadership:

- Effective leadership and the ability to maintain strong and effective partnerships
- Strong organisational and time management skills
- Ability to work quickly to achieve results under pressure, identifying priorities
- A focus on continuous improvement

### Influencing & Relationship Management:

- Strong collaboration and partnership building skills with the ability to develop, maintain and strengthen partnerships within or outside SSL
- Ability to work independently and within a team
- Ability to seize opportunities to achieve desired outcomes

### Technical Skills:

- Ability to use modern technology to communicate with excellent administration and IT skills
- Proven project management experience
- Knowledge of either membership systems or data collection platforms

### Academic Requirements:

- Educated to degree level or equivalent vocational qualification or equivalent experience

### Other (Essential):

- This role requires attendance at meetings/events across Scotland
- Visa/right to work in the UK
- Individuals will be asked to become a member of the Protecting Vulnerable Groups scheme and to make a self-declaration of any relevant convictions or investigations
- Child Protection training or willingness to undertake training - and any other training deemed necessary for the role.

### Other (Desirable):

- Five years' experience in a leading management role within a sporting environment