



Chair (Volunteer role)

Job description

- Lead and chair Referee Committee meetings.
- Develop and oversee the referee strategy and annual action plan with Workforce Development Manager.
- Ensure alignment with Scottish Squash objectives and competition requirements.
- Coordinate the work of committee members and monitor progress against agreed priorities.
- Represent the referee community within Scottish Squash governance structures.
- Support succession planning and long-term sustainability of the referee workforce.
- Oversee annual reviews of the referee pathway and committee effectiveness with Workforce Development Manager.
- Act as the primary point of escalation for referee-related matters.

Person specification

Essential

- Good leadership and organisational skills.
- Ability to chair meetings effectively and build consensus, and work with others to achieve desired outcomes.
- Good communication and interpersonal skills.
- Commitment to the development of refereeing in Scottish Squash.

Desirable

- Previous committee, governance or leadership experience.
- Experience as a referee at regional or national level.
- Squash experience, for example as an official, player or club representative



Appointments lead (Volunteer role)

Job description

- Support Scottish Squash staff to coordinate referee appointments for national competitions, and support with regional events where required.
- Work with regional tournament organisers to identify officiating requirements.
- Ensure appointments support referee development opportunities where appropriate.
- Ensure consistency, transparency, and fairness in the appointments process.
- Monitor appointment coverage across regions and competitions.
- Report appointment activity and workforce gaps to the committee and Workforce Development Manager.

Person specification

Essential

- Good organisational and administrative skills.
- Ability to communicate effectively with referees, staff and event organisers.
- Fair and impartial approach to decision-making.
- Willingness to learn about WSO referee levels and competition requirements.

Desirable

- Experience coordinating officials, volunteers or event delivery.
- Experience as an active referee.
- Squash experience, for example as an official, player or club representative



Development lead (Volunteer role)

Job description

- Coordinate referee education and qualification opportunities with Workforce Development Manager.
- Support with establishing and managing mentoring arrangements across all pathway levels.
- Work with Scottish Squash staff and appraisers to organise appraisal, observation, and feedback processes.
- Monitor progression through the Regional, Development, and National Groups.
- Identify future talent and support succession planning.
- Promote referee recruitment initiatives and retention strategies.
- Liaise with the Workforce Development Manager on all aspects of the role.

Person specification

Essential

- Passion for developing and supporting people.
- Good communication and relationship-building skills.
- Ability to organise and coordinate development activities.
- Willingness to learn about the referee pathway and progression requirements.

Desirable

- Experience in mentoring, coaching, training or workforce development.
- Squash experience, for example as an official, player or club representative.