

Coach Developer: HISA Squash

Following a new Club Support Programme launched by sportscotland this year, Scottish Squash are investing in a new Coach Developer to support squash coaches and clubs across the Highland region.

About Us

The Highlands & Islands Squash Association supports the growth of the sport in the Highlands region and is managed by a board of Trustees. In partnership with Scottish Squash and sportscotland, Sutherland Squash Club and HISA are seeking an enthusiastic and experienced Coach Developer to support squash coaches/clubs across the Highland region.

The Role

The role will provide accessible and consistent mentoring and development to coaches who can face challenges accessing support due to the geographical size and rural nature of the Highlands.

The Coach Developer will work with coaches to build confidence, improve coaching practice, develop sustainable club programmes and increase coaching capacity. A particular focus will be on juniors and women & girls participation, alongside developing a connected network of coaches across the region.

- **Location:** Highland region, with a blend of in-person and online support
- **Salary:** Circa £12,000 (based on an average of 10 hours per week)
- **Contract:** This position is for an initial 3 year consultancy role
The role is a part-time position (based on 10 hours per week)
Working hours are flexible
This role may require occasional weekend and evening work

Start date: November 2026

Organisation: Sutherland Squash Club, in partnership with Scottish Squash and Highland Squash Association

Reports to: Sutherland Squash Club

	Key Responsibilities
1	Coach Development • Provide one-to-one mentoring and support to coaches across the Highland region. • Work with coaches to identify development needs and create personal action plans. • Provide observation, feedback, reflection and goal-setting to support coaching development. • Share relevant coaching resources, training and CPD opportunities.

	Encourage coaches to progress their qualifications and development.
2	Programme & Club Development - Support clubs to develop and expand their coaching programmes. - Help increase opportunities for juniors and women & girls. - Support clubs to make better use of available court capacity. - Help clubs recruit, develop and retain additional coaches and volunteers. - Support the development of sustainable coaching structures and reduce reliance on a small number of individuals.
3	Regional Coach Network - Develop a connected network of coaches across the Highlands. - Facilitate opportunities to share ideas, resources and good practice. - Support regional coach development and networking opportunities. - Help reduce the isolation experienced by coaches working in rural areas.
4	Monitoring & Evaluation - Track progress against individual coach action plans and project KPIs. - Participate in quarterly monitoring and evaluating and provide regular feedback. - Record relevant coaching, programme and participation data. - Contribute annual and final project reporting, case studies and evaluation.
5	Safeguarding The successful candidate will be expected to promote safe, inclusive and positive coaching environments and work within relevant Scottish Squash and club safeguarding requirements. A PVG check will be required where applicable.
Person Specification	
Essential - Level 1 Squash coaching qualification - Experience of supporting, mentoring or developing coaches. - Strong understanding of effective coaching practice. - Experience of working with volunteers and/or community sports clubs. - Excellent communication and relationship-building skills. - Ability to work independently across a geographically dispersed region. - Good organisational and time-management skills.	

- Commitment to developing junior and women & girls participation.
- Understanding of safe, inclusive and participant-centred coaching.

Desirable

- Experience of coach education or CPD.
- Experience developing junior or women & girls programmes.
- Experience recruiting and developing volunteers.
- Knowledge of the Highland squash or community sport environment.

Key Outcomes

The successful candidate will contribute to:

- Coaches receiving structured mentoring and development.
- Increased coach confidence, capability and quality of delivery.
- All participating coaches developing a coaching philosophy and action plan.
- Growth in junior and women & girls programmes.
- At least two new volunteers/coaches developed per participating club.
- Stronger and more sustainable club coaching structures.
- A connected regional coaching network.
- Increased capacity for clubs to grow participation and programmes.

Other (Essential):

- Visa/right to work in the UK
- Individuals will be asked to become a member of the Protecting Vulnerable Groups scheme
- Willingness to undertake training deemed necessary for the role

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
- Please title the email subject: **HISA Coach Developer**
- 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](#).

Closing date: **13th October 2026**

If you are interested in this post **we advise you apply early**, as we reserve the right to close the advert prior to the advertised closing date.

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.