



REGIONAL DEVELOPMENT OFFICER – East Region **Full time permanent post.**

- **Location:** Inverness Office Hybrid working after probationary period, regional work will generally take place across Highland and East Region.
- **Hours:** 37.5 per week with a flexible work pattern
- **Salary:** £27,000 (circa) per annum, dependent on skills and relevant experience
- **Additional Benefits:** Work Van + Pension contribution

Job Description

The successful candidate will be a key member of the organisation's Development Team, responsible to the National Development Manager, CEO and the Board of Directors.

The purpose of the post:

In line with the wider Strategic Plan for shinty, the post holder will lead the implementation, coordination and monitoring of the Strategic Plan for shinty within the region, providing a clear and focused pathway of development for the sport with organisation values, ways of working, equality and inclusion central to our work. The post holder will work in collaboration with clubs, coaches, officials, local partner organisations and volunteers to deliver development for shinty, increased membership and improved participation opportunities. The postholder will lead and manage measures relating to Protection of Vulnerable Groups (PVG), wider welfare areas and Child Wellbeing and Protection in Sport (CWPS).

Key responsibilities include:

Work with the National Development Manager and wider Development Team to:

- Provide expert support, advice and assistance to colleagues, coaches, our members and affiliated clubs relating to the protection of vulnerable groups (PVG) and Child Wellbeing and Protection in Sport.
- Grow the number of people taking part in shinty in your region.
- Develop the capacity of shinty clubs to further grow and develop the sport and the number of opportunities to take part.
- Develop, implement, monitor and evaluate a Development Plan and budget for the region that will align and compliment the Strategy for shinty, annual Operational Plan and development plan for the local area. Proactively contribute to the annual planning and review process with a commitment to continuous improvement.
- Work closely with shinty clubs in the region to help review and evaluate their current activities against the agreed Club Mark Accreditation scheme. Subsequently support the development and implementation of individual Club Development Plans and Risk Assessments.
- Identify education and development needs and coordinate a comprehensive education and development programme for coaches, leaders, teachers, match officials and club administrators across the region.

- Increase and develop the coaching, volunteering and officiating workforce in the region through the delivery of relevant recruitment, training and CPD activity.
- Establish and support relevant Local Area Development Groups to co-ordinate local area youth/school competitions and relevant training and development workshops.
- Support clubs in the effective implementation of key policy areas, including Child Protection, Equality and Inclusion, Health & Wellbeing and Anti-Doping (UKAD).
- Develop robust partnerships and effective communication channels with and between the Camanachd Association and local clubs, schools, Local Authorities, Active Schools, further/higher education bodies, community/voluntary groups and any other relevant organisations.
- Support local clubs, schools, schools of shinty and Active Schools Co-ordinators, develop, promote and deliver a high-quality programme of relevant opportunities for young people across the region to experience and regularly participate in shinty at an appropriate level, both in and out of school.
- In partnership with the wider Development Team, develop, promote and deliver an agreed annual calendar of youth and schools shinty competitions.
- Establish regional talent development programmes and activity hubs in line with the strategy and Long-Term Player Development pathway.
- Work with clubs, Camanachd Association staff, relevant local authorities and other partners to contribute to the development of shinty through the sharing of best practice and resources.
- Provide progress reports as required, plus recommendations for future improvement upon request.

General responsibilities include:

- In conjunction with the wider Development Team, support the development, promotion and delivery of the CA's annual programme of major events, including Cup Finals, National Development Camps. Regional, District and National Age Group Squads, National Age Group Festivals etc.
- Any other duties as may be delegated.
- Profiling Shinty through Camanachd Association social media channel, website and other publications on a regular and proactive basis

Candidate Specification

Factor	Essential	Desirable
Qualifications and attainments	• Educated to HND standard and/or appropriate work experience • If no formal qualification, appropriate work experience. • Current valid Driving License. • You will have knowledge and experience of Safeguarding,	• Diploma in sports studies or education. • Educated to Scottish Coaching Certificate tutor level in sport. • Shinty coaching qualification • Possess a relevant welfare qualification from Children's First or other.
Work and Other Experiences (In an employed or voluntary capacity)	• Proven experience of managing projects, and events. • Credible record of working with partners. • Understanding of the Camanachd Association, our values and the role of Sports Governing Bodies.	• Knowledge of development issues within shinty. • Experience in budget setting/control • Awareness of national and local authority sports development structures. • Proven shinty coaching experience.
Skills	• Proven leadership, teamwork and decision-making skills. • Excellent organisational and planning skills • Ability to manage a busy workload effectively to meet deadlines. • You will have strong written and oral communication skills; able to draft accurately and concisely with an eye for detail and presentation. • You will need to demonstrate excellent customer service skills, ability and confidence to communicate with people at all levels, including senior management, affiliated clubs, members and volunteers. • Experienced IT user.	• Good influencing and negotiating skills • Proven ability to devise and deliver strategic initiatives. • Attention to detail
Disposition and Personal Qualities	• Proven ability to be proactive, work with minimal supervision and have a positive "make it happen" attitude.	• Versatility and creativity
Special Aptitudes	• A commitment to on-going professional development. • Ability to work as a member of a team. • An ability to influence practicing coaches, officials and volunteers • Ability to work flexible hours.	• A well-balanced range of interests. • Understanding of coaching, sport sciences and/or sports medicine practice. • Understanding of volunteering in Scotland and club sport in general.

This post is regulated work with children and/or protected adults under the Protection of Vulnerable Groups (Scotland) Act 2007. The preferred candidate will be required to join the PVG Scheme or undergo a PVG Scheme update check. Where applicable, this post also requires an Overseas Criminal Record Check. A confirmed offer of employment and commencement in the post will be subject to the outcome of both these pre-employment checks being deemed satisfactory.

Application Process

Interested individuals should submit a CV (including two named references) and covering letter detailing why they would like to be considered for this permanent position. Please ensure you address your experience in relation to the areas outlined in the Job Description and

Person Specification. Closing date for applications is **9am on Wednesday 29th April**.
Interviews are planned to take place on Friday 8th May 2026.

Completed applications should be marked 'Private & Confidential' and sent to:
ronald.ross@shinty.com or to Ronald Ross, Camanachd Association, Bught Park Pavillion,
Bught Park, Inverness, IV3 5SP.

