

## Job Information Pack

**It is an exciting time to join British Weight Lifting – the National Governing Body responsible for weightlifting and para powerlifting. We currently have the following vacancy and are looking forward to receiving applications from interested and appropriately qualified individuals.**

**Job Title:** Performance Pathway Co-ordinator (Scotland)

**Location:** Inverclyde National Sports Centre

**Closing date:** 17 September 2023

**Interviews:** Week commencing 25 September (Virtual)

1st Floor Office Suite, St Ann's Mill, Kirkstall  
Road, Leeds, West Yorkshire, LS5 3AE

**T:** 0113 224 9402

**E:** [enquiries@britishweightlifting.org](mailto:enquiries@britishweightlifting.org)

[www.britishweightlifting.org](http://www.britishweightlifting.org)

## **About British Weight Lifting**

As the UK's recognised Governing Body for weightlifting and para-powerlifting and our role is to inspire a nation of weightlifters and para-powerlifters through exceptional leadership and expertise. We are responsible for the growth and success of weightlifting and para-powerlifting at every level. Our work sees us support a network of weightlifting bodies, clubs and gyms across the UK, as well as the thousands of people actively involved in Olympic and Paralympic weightlifting disciplines. We strive to deliver exceptional training programmes, educational structures and competitions that create opportunities for individuals to participate and excel in our sport.

**Vision** A new generation NGB focusing on weightlifting, para powerlifting and strength-related activities.

**Mission** To educate inspire and create greater opportunities that appeal to a more diverse and inclusive audience resulting in greater levels of activity and a fitter, healthier and stronger nation

**Approach** To be innovative, focussed, collaborative agile and insightful.

**Values** **Care:** Maintain integrity and respectful relations with all our stakeholders, customers, partners, suppliers, employees and communities

**Share:** expertise, knowledge, passion, enjoyment and innovation

**Dare:** to make a difference to solve problems and achieve goals that drive performance and the sport forwards in a collaborative manner

## **Strategy**

Our strategy "**STRONGER-TOGETHER**" for 2021-2025 incorporates two key strands:

### **BWL as an enabler and partner showcasing strength as a lifestyle:**

- Advocate for Strength
- Positive Experiences for all
- Connecting Health and Wellbeing
- Connecting Communities

### **BWL as an enabler of sporting success:**

- Membership at the Heart of everything we do
- Enabling ambition – Performance and Talent
- Workforce and People
- Innovation to Enable Broader Management

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## **Job Information**

**Job Title:** Performance Pathway Co-ordinator (Scotland)  
**Salary Range:** £100 daily rate (tbc days per year)  
**Location:** Inverclyde National Sports Centre & Remote  
**Responsible to:** Head of Performance - Weightlifting

The role requires weekend work.

### **Main purpose of the Job:**

- Support the development of BWL's "*Progression Strategy 1- Change the way we support athletes of High Potential*" to achieve its strategic objectives in-line with UK Sport and Home nation funding organisations for 2026.
- Co-ordination the Scotland Training Squad – CWG 2026 and provide support to Coaching staff and the 8 selected athletes.
- Co-ordinate and oversee monitoring and review processes working closely with the Performance & Pathway Coach (Scotland) and BWL Pathway Lead
- Co-ordinate the Regional Pathway Squads (East & West Scotland)
- Support the development of BWL's desired performance culture:
  - *develop an environment and culture that is conducive to athlete development*
  - *develop an environment and culture that is open to learning.*
- Work effectively with the BWL Head of Performance and/or his or her delegate to ensure there is integration and wider organisational support in areas such as education, competitions, communications, IT & digital developments, governance & compliance, and board reporting.

### **Key Responsibilities:**

- Co-ordinate the Scotland Training Squad – CWG 2026 working closely with the BWL Performance & Pathway Coach for Scotland and the BWL Head of Performance and/or his or her delegate.
  - Organise & book necessary facilities for *training camps and squads*
  - Organise & agree key education / support services for 8 selected athletes ensure that delivery remains aligned to BWL WITTW Strategy
  - *Co-ordinate the monitoring & review processes*
  - *Communicate key information related to athletes, coaches and parents.*
  - *Provide support at agreed National competitions, (As requested)*
  - *Build & maintain positive relationships with key personal coaches, Club officials and athletes*

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- Lead the delivery for BWL's Regional Pathway Programme in Scotland working closely with the BWL Lead Pathway Coach to:
  - Organise & book necessary facilities for *training camps and squads*
  - Organise & agree key education / support services for 8 selected athletes ensure that delivery remains aligned to BWL WITTW Strategy
  - *Co-ordinate the monitoring & review processes*
  - *Communicate key information to athletes, coaches and parents.*
  - *Build & maintain positive relationships with key personal coaches, Club officials and athletes*
- Support the development of BWL Progression strategies as requested, providing weightlifting expertise and context.
- Attend performance meetings and support the wider BWL performance team with any projects as requested.
- Demonstrate commitment and behaviours in line with the BWL values.

### **Person Specification**

The person specification describes the experience, qualifications, knowledge, skills and abilities that BWL are looking for.

#### **Essential skills/experience are:**

- A DBS Check at the Enhanced level
- Experience of managing teams
- Experience of managing sports coaches and volunteers
- Commitment to working collaboratively as part of a team to achieve BWL's strategic objectives from Sport Scotland
- Outstanding communication skills – written and verbal
- Being open to learning and willing to invest time in personal development.
- Ability to think logically and identify solutions to challenging problems.
- Ability to build good rapport with athletes, personal coaches, and parents.
- Commitment to equality and diversity.

#### **Desirable skills/experience are:**

- BWL Coaching Licence and Level 2 in Coaching Weightlifting.
- Experience and qualifications in a sport science & medicine discipline (Nutrition, Psychology, Physiotherapy, etc)
- Strong planning and organisation skills.
- High levels of empathy, self-awareness, and emotional intelligence.
- A degree in Sports Science, coaching, or similar qualification.

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## **Payment Details**

A casual worker agreement will be issued for this role. The daily rate for the position will be £100 depending on experience and qualifications. Daily rates are reviewed each year in April. You will receive a fixed fee for travel expenses to attend key BWL pathway events (including National competitions, coach development days and training camps and squads)

## **Commitment to Equality**

BWL is a recognised equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

## **Application and Selection Process**

**Application:** Please download and complete the application form from our website [www.britishweightlifting.org](http://www.britishweightlifting.org) and email it to [sue.ward@britishweightlifting.org](mailto:sue.ward@britishweightlifting.org)

**Selection:** Shortlisting will take place as soon as possible once applications close. Successful applicants will be contacted via email with information relating to the interview time, location and format.

If you have not heard from us within two weeks of the closing date please assume that your application has been unsuccessful on this occasion.

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