



# JudoScotland

*Performance Pathway Coach*

## Application Pack

supported by



**BRITISH  
JUDO**



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**LOTTERY FUNDED**

## About JudoScotland

JudoScotland is the sportsScotland recognised Governing Body for the sport of judo within Scotland. It currently has a growing membership of over 9,000 individuals and supports more than affiliated 200 affiliated clubs. JudoScotland is committed to growing a more engaged, diverse membership and providing progressive, inclusive opportunities across all levels through the delivery of its new strategy 'Judo For All' (2023 – 2027).



## About Our Partnership with the British Judo Association



JudoScotland aims to deliver a tailored programme, empowering athletes to fulfil their potential at World, Olympic and Paralympic levels. Together with [British Judo](#), talent will be identified and opportunities will be provided to create

more experiences for athletes to train and learn, inspiring and enabling athletes to deliver medal winning performances on the international stage.

## About Our Partnership with sportsScotland



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As the national agency for sport in Scotland, [sportsScotland](#) is a key partner, providing investment and resource to JudoScotland that supports its vision of a world class sporting system that delivers consistent success

on the world stage. With an allocated High Performance Manager, sportsScotland supports JudoScotland to develop a world class workforce and to implement sustainable performance systems.



## The Role

**Job Title:** Performance Pathway Coach

**Place of Work:** JudoScotland, Fourth Floor, EICA: Ratho, South Platt Hill, Newbridge, EH28 8AA

**Responsible To:** Head of Performance

**Hours:** 37.5 hours per week

**Salary Level 2:** £30,000 to £40,000

**Contract Term:** 12 months (may be extended)

**Annual Leave:** 36.5 days per year inclusive of 6.5 days public holiday / Christmas shutdown

## Primary Job Role

You will play a critical role in coaching and developing judoka through an integrated pathway from Pre Cadets through to Seniors, building strong technical, physical and behavioural foundations to drive excellence. You will co-ordinate a calendar of training provision within Scotland to create more experiences for athletes to train and learn. In addition to hosting regular camps in conjunction with British Judo, you will enhance international links and maximise available opportunities. Your key focus will be our athletes and you will work closely with individuals to set appropriate goals, and to identify and support suitable training and event opportunities that will ultimately lead to consistent Scottish athlete success on the world stage.



## Responsibilities and Duties

- ▶ You will play a key role in developing and monitoring JudoScotland's performance goals, aligned to JudoScotland's long term strategic ambitions
- ▶ Foster and maintain positive relationships with key stakeholders including British Judo and Judo Home Nations, sportscotland, Commonwealth Games Scotland, Children1st and UKAD
- ▶ You will plan and deliver engaging and inspiring coaching sessions aligned to the JudoScotland's Player Development Framework
- ▶ You will co-ordinate workshops to support athlete development including but not limited to Clean Sport, Nutrition and Strength & Conditioning
- ▶ Mentor the JudoScotland Performance Pathway Support Coaches, creating a thriving coaching team that ensures consistency in coaching delivery and compliance with safeguarding, anti-doping and health & safety policies
- ▶ You will connect with clubs throughout the judo community to have a cohesive network of coaches & athletes striving for performance success, placing wellbeing at the heart of athlete development
- ▶ You will create athlete planners and work closely with judoka to monitor progress, utilising technology to record data and to identify training needs.
- ▶ Support athlete transition effectively across environments which may include different coaches, peers and support staff
- ▶ In collaboration with JudoScotland's wider staff team, you will support events designed to bolster athlete & coach development throughout the judo community in Scotland
- ▶ Host and co-ordinate camps in Scotland for GB Performance Pathway athletes & coaches

- ▶ Collaborate with the Business Support Team to co-ordinate logistics for competitions and camps, ensuring delivery of programme needs including travel, accommodation and athlete wellbeing.
- ▶ Ensure effective communication of information with athletes, personal coaches and parents/guardians (where appropriate).
- ▶ Provide JudoScotland's Communications Team with relevant performance information in order to recognise athlete successes, raising the profile of judo
- ▶ You will be an ambassador for JudoScotland, representing the organisation at a multitude of events, displaying the values within judo's moral code.

## **Knowledge, Skills and Experience Required**

- ▶ Proven ability & experience in developing high-performing judoka
- ▶ A strong technical coaching background with a deep knowledge and understanding of the skills that are required to perform at the highest levels.
- ▶ Operational planning and monitoring experience
- ▶ Experience in using data and insights to drive improvements in a performance pathway setting
- ▶ The ability to adapt and make ethical decisions as required in order to meet strategic outcomes
- ▶ A team work approach that fosters meaningful and efficient working relationships
- ▶ Understanding of the needs to ensure athlete wellbeing
- ▶ Mentoring skills with the ability to develop, support and challenge coaches and athletes to achieve their potential
- ▶ In-depth understanding of Olympic and Paralympic pathways including athlete development, coaching and support systems
- ▶ Experience in athlete monitoring across technical, physical, tactical and behavioural areas
- ▶ A solid understanding of the Scottish sporting landscape and performance support structures
- ▶ Exceptional communication skills with the ability to develop connections with athletes and coaches, having a level of openness and confidentiality that builds understanding, rapport and trust to help athletes reach their potential
- ▶ The ability to adapt communication methods to meet the needs of athletes from differing backgrounds, cultures and sport experiences
- ▶ Stakeholder engagement experience with a personable approach that enables strong professional relationships to be developed
- ▶ The ability to self-reflect and recognise viewpoints through a variety of lenses
- ▶ Demonstrable values aligned to judo's moral code: respect, modesty, friendship, courage, courtesy, honour, honesty and self-control



## Benefits and Your Wellbeing

In addition to free JudoScotland membership, staff members also benefit from:

**Generous Holiday Package:** Enjoy 27 days of paid annual leave, plus 6.5 bank holidays to rest and recharge.

**Festive Office Closure:** On top of your annual leave, we also close the JudoScotland office over Christmas and New Year, giving you extra time to relax.

**Flexible Working:** We value your work-life balance! Take advantage of flexible working that fits around your personal and professional needs.

**Training & Development:** We're committed to your growth, offering training and opportunities to enhance both your personal and professional skills.

**Volunteer Day:** We're passionate about giving back! Each staff member gets a fully paid day to volunteer for a cause that's meaningful to them.

## Application Process

Please complete and submit the [Microsoft Forms application](#) prior to the closing date.

Closing date for applications will be **10am on Friday 17th of April**. Interviews will take place w/c 27th April and will include both a practical assessment and a standard interview.