



JudoScotland

Chair of the Board

Recruitment Pack

sportscotland
the national agency for sport



About Us

JudoScotland is the sportscotland 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 200 clubs.

We want to grow a stronger judo community at every level of the sport we love, and we are looking for an inspirational Chair to help us shape that future.

Get to Know JudoScotland

Discover more about JudoScotland using the links below.

- [*Annual Report*](#)
- [*Articles of Association*](#)
- [*JudoForAll strategy*](#)
- [*Meet the Team*](#)



An Introduction from the JudoScotland CEO, Judith McCleary

Thank you for your interest in becoming the next Chair of JudoScotland.

JudoScotland is a leading governing body that helps to shape the strategic direction of judo in Scotland. With a range of elected and independent Board Directors, there is a collective ambition to grow judo and reach into new communities, whilst ensuring corporate excellence at all times.

This is an exciting opportunity to make a real difference, with a role that offers influence, reach, and the chance to lead at a national level.

Judo is much more than a sport. It builds confidence, resilience, respect, and discipline, supporting people, especially young people, to reach their potential both on and off the mat. We are committed to creating an inclusive environment where everyone can belong, develop, and thrive, with clear pathways that support judoka to progress and compete at the highest levels for Scotland and Great Britain.

As Chair, you will play a key leadership role, guiding the Board and working in partnership with our Senior Leadership Team. Together, we will continue to strengthen JudoScotland, uphold high standards of governance, and champion a positive, inclusive culture across our community. You will help lead us into our next strategic phase, shaping a strong, sustainable, and inclusive future for judo in Scotland.



Role Profile

Term:	A term of four years with the opportunity for a further four year term.	Time Commitment:	Approximately 4 days per month including: <ul style="list-style-type: none">• Board meetings – approximately 6 per year, midweek in person or online• Annual General Meeting and any EGMS• Chair any Panels required• Regular communications with the CEO and other Board Directors• Representing JudoScotland at SGB Chair Forum and other stakeholder events• Representing JudoScotland at events within the judo community
Appointment:	Nomination Committee recommendation with approval by the Board.		
Remuneration:	£6,000 per annum plus travel expenses.* *Board recommendation, subject to approval at 2026 AGM		





Summary of Role

You will provide leadership and governance for JudoScotland, ensuring the Board is effective in setting and delivering the organisation's strategic direction.

As Chair of the Board, you will act as the organisation's leading representative, working closely with the CEO to develop external relationships with key partners, particularly sports scotland and the British Judo Association.

You will chair Board meetings, the Annual General Meeting and other general meetings, ensuring effective discussion, inclusive decision-making and clear outcomes. You will support constructive contributions from all Board members and help build consensus where appropriate.

You will oversee the ongoing review of Board structure, board portfolios and composition, ensuring the Board maintains the appropriate mix of skills, experience and diversity to govern JudoScotland effectively.

Working collaboratively with fellow Board members and the Leadership Team, you will help shape strategic priorities, monitor progress and contribute to the development and oversight of organisational policies.

Membership of the PVG Scheme is required for this role. The successful candidate will be required to complete a PVG application or update prior to starting

Key Responsibilities

1. Provide leadership and support the development of the Board.
2. Ensure effective governance, strategic planning and informed decision-making.
3. Chair meetings and represent JudoScotland positively and professionally.
4. Promote inclusion, equality and the organisation's values at all times.
5. Oversee Board performance, structure and succession planning.
6. Support policy development, financial oversight and compliance with procedures
7. Engage with members, stakeholders and consultation activities where appropriate
8. Maintain confidentiality, integrity and accountability in all aspects of the role

Equality

We welcome applications from people of all backgrounds and communities to ensure that JudoScotland best represents those who are passionate about judo. We particularly encourage applications from women, disabled people and those from ethnically and culturally diverse communities – all of whom are currently under- represented within JudoScotland.





Chair of the Board

The person specification is a picture of the skills, knowledge and experience needed to carry out the job.

Knowledge and Experience	Essential	Desirable
Senior leadership and board/chairing experience	✓	
Financial and budget management experience	✓	
Experience within membership, customer-focused or voluntary/not-for-profit organisations	✓	
Proven ability to influence stakeholders and deliver strategic/business plans	✓	
Understanding of governance, EDI principles and the sporting/political landscape	✓ ✓	
Experience working collaboratively within teams and committees		✓
Strong leadership and communication skills	✓	
Effective influencing, negotiation and presentation abilities	✓	
Analytical, problem-solving and decision-making capability	✓	
Good IT literacy, including Microsoft Office	✓	
Adaptable, collaborative and supportive approach to change	✓	
Flexible and committed approach to the role	✓	



Application Process

Recruitment Timeline:

Friday 10th July: Closing date for applications

Monday 20th July: In person interviews (Edinburgh)

To apply, please forward your CV and covering letter outlining your relevant experience and your motivation for applying for the role of JudoScotland Chair.

Please send your application to hr@judoscotland.com

For a confidential discussion about the role please email Judith McCleary at judithmccleary@judoscotland.com or call Judith on 07563 390 305.

