



Head of Pathway & Performance

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.

JudoScotland is committed to growing a more engaged, diverse membership and providing progressive, inclusive opportunities across all levels through the delivery of its strategy 'Judo For All' (2023 – 2027).





Role Profile

Job Title:	Head of Pathway & Performance	Responsible To:	Chief Executive Officer
Place of Work:	JudoScotland, Fourth Floor, EICA: Ratho, South Platt Hill, Newbridge, EH28 8AA	Hours:	37.5 hours per week
Business Area:	Performance	Board Portfolio:	Level 3: £38,000 to £50,000
Contract Term:	Permanent	Annual Leave:	36.5 days per year inclusive of 6.5 days public holiday/ Christmas shutdown

Why this Role Matters

The Head of Pathway & Performance is a central role within our Senior Leadership Team, responsible for shaping a clear, connected and future focused athlete development system in Scotland. You will lead the design and delivery of a pathway that unites clubs, coaches, athletes and partners behind a shared vision for long-term development supporting judoka from their first experiences on the mat through to senior international performance.

Your leadership will embed consistent player development principles across every stage of the journey, ensuring environments are cohesive, allowing people to grow, thrive and succeed. Success is not defined solely by results, but by the quality of the relationships, systems and experiences that enable those results and support sustainable Scottish athlete achievement on the world stage.

Professional Practice

This role requires reflective practice, continuous improvement, integrity and personal accountability. You will model behaviours aligned with our values and help shape a culture where athletes and staff feel supported, challenged and empowered to reach their full potential.



Responsibilities and Duties

Strategic Leadership and Performance System

- Shape and evolve the model of delivery in partnership with clubs and coaches to create an aligned and consistent pathway, enabling judoka to develop to their full potential.
- Lead the strategic planning and financial budgeting of Performance Pathway activities, ensuring integration with the overall JudoScotland Strategic Plan and alignment with sportscotland's long-term outcomes.
- In collaboration with the sportscotland High Performance Manager, lead and manage the direction of the Sport Performance Team and the relationship between the Performance Pathway Coaches and SIS practitioners.
- Work in partnership with British Judo to ensure collaboration at pathway level, supporting effective athlete transition onto the British Judo World Class Performance Programme.
- Lead and cultivate a high-performance culture that promotes excellence, learning, collaboration, and continuous improvement across the Performance Pathway.

Performance Pathway and Athlete Development

- Drive strong technical, physical, and behavioural foundations as outlined in the JudoScotland Player Development Framework.





- With the support of the Performance Pathway Coaches, ensure individual athlete planning, data benchmarking, and performance tracking to identify training needs and support effective decision-making.
- Ensure transparent selection criteria and effective communication of information to athletes, personal coaches, and parents/guardians (where appropriate).
- With the support of the Performance Pathway Coaches, ensure safe sport and athlete well-being are central to all Performance Pathway activities.
- Demonstrate exemplary professional practice, modelling the behaviours and standards expected across the Performance Pathway.

Leadership, People and Culture

- Provide leadership and direction to all Performance Pathway staff, fostering a positive team culture that raises the standards of Scottish judoka.
- Manage Performance Pathway staff, providing support, performance management, and opportunities for continuous professional development.
- Create and sustain a high-performing team that delivers consistent coaching standards while ensuring compliance with safeguarding, anti-doping, and health and safety policies.

JudoScotland Connect

Work closely with the Head of Development and the Head of Operations to:

- Design and evolve coaching and volunteering programmes and training that identify, nurture and support Performance Pathway Coaches to embed the Player Development Framework
- Complement development initiatives
- Design and deliver events that enhance athlete development
- Ensure inclusive opportunities across the pathway
- Ensure competition and camp logistics, including travel, accommodation, and athlete well-being arrangements, are aligned to programme needs

Governance

- Undertake the role of UKAD Lead for JudoScotland, ensuring compliance with UK Anti-Doping requirements and the delivery of Clean Sport education through the athlete pathway





Partnerships and Influence

- Provide regular reports and performance data to the JudoScotland Board, British Judo, and sportscotland to support effective governance and decision-making.
- Act as an ambassador for JudoScotland, representing the organisation at events and demonstrating the values of judo's moral code.

Knowledge, Skills and Experience Required

Strategic Leadership and Organisational Performance

- Proven strategic planning, implementation, and performance monitoring experience.
- The ability to adapt and make ethical decisions within a complex environment to achieve strategic outcomes.
- Financial budgeting and resource management experience.
- Experience of using data, insight, and evidence to drive continuous improvement within a performance pathway environment.
- A sound understanding of the Scottish sporting landscape.
- A deep knowledge and understanding of the skills required to perform at the highest levels.

Performance Systems and Athlete Development

- Experience of using data and insights to drive improvements within a performance pathway environment.
- An in-depth understanding of Olympic and Paralympic performance pathways, including athlete development, coaching, and support systems.
- Experience of athlete monitoring across technical, physical, tactical, and behavioural areas.
- Understanding of safe sport, athlete well-being, and duty of care, with the ability to implement systems and processes that promote athlete welfare.

Leadership, People and Culture

- A collaborative approach that fosters meaningful and effective working relationships.
- Experience of managing staff and the ability to get the best out of a team.
- Strong leadership skills with the ability to develop, support, and challenge others to achieve their potential.

Partnerships and Influence

- Exceptional communication skills, with the ability to build understanding, rapport, and trust with colleagues, athletes, coaches, and stakeholders while maintaining appropriate levels of openness and confidentiality.
- Strong influencing and stakeholder management skills, with the ability to build productive partnerships and leverage opportunities across a wide range of organisations.





- Experience of analysing and presenting performance information through clear, accurate reports to support decision-making.
- Strong interpersonal skills, with a personable approach that enables positive and effective professional relationships to be developed.

Professional Practice and Personal Effectiveness

- The ability to engage in reflective practice to continually improve while recognising different viewpoints.
- Demonstrable commitment to professional practice, operating with integrity and modelling behaviours aligned with JudoScotland's values and judo's moral code: respect, modesty, friendship, courage, courtesy, honour, honesty, and self-control.

Your Well-Being

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

To apply, please complete the Head of Pathway & Performance Application Form by [clicking here](#) and submit to hr@judoscotland.com by **4.00pm on Wednesday 9th September 2026**

