



Scottish Golf



**PATHWAY DEVELOPMENT OFFICER**

***CANDIDATE PACK***



Scottish Golf is the internationally-recognised governing body for golf in Scotland.

With more than 220,000 active golf club members and around 575 golf courses across Scotland, the organisation's work reaches the four corners of the nation to ensure golf is accessible, no matter your location.

# OUR VISION

***Making golf Scotland's Game for Everyone.***

# OUR MISSION

***To inspire a nation to love golf in all its forms and contribute to a healthier, inclusive and aspirational Scotland.***

# OUR PURPOSE

***To promote, develop and govern golf for all generations and without barriers.***







# OUR STRATEGY

Our mission is to make golf *Scotland's Game for Everyone*, and to inspire a nation to embrace the sport in all its forms, contributing to a healthier Scotland. To support this, Scottish Golf's strategic goals are:

- **Sustainable clubs prepared for the future**  
A healthy network of golf clubs and facilities supporting golf in Scotland
- **Growing the game, nurturing talent**  
More golfers, from beginner to winner
- **Showcasing the game as a welcoming, accessible sport**  
Cultivating a culture of confidence and openness that is inclusive
- **Enterprising, responsible resources**  
Collective responsibility for the performance of our people and finance

Scottish Golf works to achieve these goals via the following functions:

- Club Services & Governance
- Corporate Services
- Marketing & Communications
- National Events
- Participation & Development
- Performance & Pathway
- Commercial Partnerships



# THE ROLE

## ***PATHWAY DEVELOPMENT OFFICER***

Working at the heart of the performance network, this role will collaborate with the teams at Scottish Golf, as well as a wide range of stakeholders – including Areas & Counties, players, parents, coaches, Foundations and sportscotland – to create a strong and aligned regional system that underpins national success.

To succeed, the role requires an enthusiastic and committed team player, an excellent communicator, and a relationship-builder who can work independently. The impact of this role will be instrumental in connecting regional delivery to national objectives, ensuring Scotland's performance pathway is robust, sustainable and effective.



# **JOB** PURPOSE

The Pathway Development Officer is a pivotal position within the Performance Team, central to delivering the aims of the Performance Strategy and shaping the future of amateur golf in Scotland. By driving the development of the regional performance pathway, the post holder will ensure that talented players have the support, guidance and opportunities needed to progress and thrive.



# KEY RESPONSIBILITIES

## PROGRAMME DESIGN, DELIVERY & PLAYER DEVELOPMENT

- Lead on the creation, implementation and development of a Regional Performance programme
- Lead on the creation of programme content and the ongoing review process
- Create an annual education programme to support Area and County performance programmes, developing resource materials for players, parents and coaches
- Support the design and delivery of Scottish Golf Coach Development activity
- Close liaison with coaches ensuring that each player has a comprehensive plan for their development
- Work with the Performance Team to review and develop Talent ID methods
- Benchmark programme progress in line with agreed goals/targets

## GENERAL DUTIES AND RESPONSIBILITIES

- To comply with all legislative requirements and company policies including but not limited to Anti-Doping, Child Protection, Health & Safety, Equality and confidentiality.

## PATHWAY DEVELOPMENT & STAKEHOLDER ENGAGEMENT

- Developing a strong and visible performance pathway from Areas & Counties through to the National programme
- Build strong relationships with Areas, Counties and other stakeholders involved in junior golf to support the development of coaching and competition programmes
- Work closely with the Participation team to ensure Scottish Golf delivers meaningful programmes and support for young golfers in the pathway, maximising retention and supporting transition through the key development stages
- Work closely with the Scottish Golf Events team to ensure there are meaningful and appropriate competition experiences in the pathway

## OPERATIONS, ADMINISTRATION & RESOURCE MANAGEMENT

- Manage and oversee the operational aspects of the regional performance programme
- Responsible for all aspects of programme administration, including selection/deselection and player agreements
- Maintain a full player record system incorporating up to date personal details, medical questionnaire and uniform specifications, ensuring adherence to all privacy policies
- Lead on volunteer recruitment, retention and development
- Manage budgets and funding related to associated programmes



# ABOUT YOU

## We are looking for someone who is:

- An excellent communicator with the ability to develop and maintain strong working relationships and build a team culture
- A team player who thrives in a collaborative environment
- Passionate about player development and committed to achieving performance excellence
- A track record of improving performance of individuals and teams

You must be able to demonstrate the following:

- Excellent organisational skills
- Strong and adaptive communicator
- Ability to build good relationships and work as part of a team.
- Ability to effectively plan and organise your workload.
- Achievement focus



# EXPERIENCE, KNOWLEDGE & QUALIFICATIONS

- Applicants should hold a relevant degree level qualification or equivalent, ideally in a sports related discipline or be a PGA professional with sports development experience
- As the post involves travelling, applicants must hold a full current driving licence.
- NGB/SGB experience is desirable
- Significant experience of performance sports and/or Pathway development is desirable
- Experience of working with a variety of partners is essential
- Understanding of performance sport and Scottish/European/World golfing structures at amateur level is desirable
- Excellent IT skills, especially use of Microsoft Excel and other project management tools



# ADDITIONAL DETAILS...

- Salary circa £27k - £30k DOE. In addition, a pension scheme and other benefits are available.
- This role covers the whole of Scotland and so requires some travel around the country, often during evenings and weekends. On occasion, the postholder may be required to travel outside Scotland.
- This is not a coaching position, however knowledge and experience of coaching would be beneficial to the successful candidate







# HOW TO APPLY

Please apply by sending your CV and covering letter to [recruitment@scottishgolf.org](mailto:recruitment@scottishgolf.org). Your CV and covering letter should outline:

- Why you are interested in this role and our organisation
- How your skills, experience, and values align with the job description and person specification.
- Specific example of achievements or experiences that demonstrate your suitability.

All applicants should complete our Equality Monitoring Survey [here](#).

We are a Disability Confident Employer. If you have any difficulties with your application because of a disability please contact [recruitment@scottishgolf.org](mailto:recruitment@scottishgolf.org) and we will discuss how we can help you.

For an informal discussion about the roles please contact Clare Queen, Head of Performance and Pathway on [c.queen@scottishgolf.org](mailto:c.queen@scottishgolf.org)

**Closing date for completed applications: Tuesday 21 October at 12pm.**

**Interview date: wc/Monday 3 November 2025.**







Scottish Golf Ltd  
Arrol House  
Viking Way  
Rosyth  
KY11 2UU

Facebook /ScottishGolf  
Twitter @ScottishGolf  
YouTube /ScottishGolf  
Instagram @wearescottishgolf  
Linkedin /scottish-golf  
[scottishgolf.org](http://scottishgolf.org)

