



VACANCIES



Scottish Hockey

Lead Manager  
Performance





## Chief Executive Introduction

We're excited to invite applications for the Lead Manager in Performance at Scottish Hockey. We are at the beginning of our engagement with key stakeholders for a new strategy in our sport and we are looking for a strategic leader with a proven track record in high-performance sport, ideally with experience of World Class Programmes and elite hockey or comparable environments.

You'll bring expertise in shaping strategy, managing resources, and building relationships with athletes, coaches, and stakeholders — all with a focus on delivering international success and progression of our athletes.

If you have the skills, insight, and ambition to shape the future of performance hockey in Scotland — we would love to hear from you. Submit your CV and Letter of application today.

Kind regards  
Derek Keir, Chief Executive Officer, Scottish Hockey

## Job Specifics

**Title:** Lead Manager - Performance

**Contract:** Part-Time & Fixed Term (until 31st December 2026 / Secondments may also be considered)

**Location:** Hybrid working with regular presence at national training centres with some international travel.

**Reports to:** CEO, Scottish Hockey

**Salary:** £52,500 FTE (Full Time Equivalent subject to skills and experience) — £28,000 pro rata (20 hours per week)

## Role Purpose

The Lead Manager for Performance will provide strategic, operational, and financial leadership of Scottish Hockey's high-performance programmes for both the men's and women's national teams. This includes leading the implementation and contributing to the design and delivery of the performance strategy in collaboration with key staff and stakeholders through to the end of 2026. This will include a number of significant performance events including the 2026 FIH Hockey World Cup (if qualified) and supporting the pathway programme as well as other international priorities.

A core responsibility of the role is to ensure all aspects of the performance system operate effectively within Scottish Hockey's financial framework, achieving impact through efficient, targeted use of available resources. The role is central to embedding a sustainable, athlete-centred, coach-led, and well connected performance culture.



# Key Responsibilities

## Strategic Leadership

- Lead the development and delivery of a high-performance strategy aligned with Scottish Hockey's ambition and resource capacity.
- Ensure medium to long-term performance planning reflects the goals of qualification and improved results at major tournaments alongside athlete progression to GB.
- Monitor and evaluate progress using clear performance indicators, ensuring adaptability within budgeted constraints.

## Budget and Resource Management

- Develop and manage the performance budget in collaboration with the CEO, Head Coaches and finance team, ensuring all activity is delivered within financial limits.
- Prioritise investment in line with strategic goals, balancing short-term needs with long-term sustainability.
- Secure best value in the use of staffing, training environments, travel, and competition arrangements.
- Identify opportunities for partnership, in-kind support, and external funding to enhance programme delivery.

## Programme Management

- Oversee the delivery of senior and U21 national team programmes, including coaching, sport-science & medicine, performance analysis, and athlete welfare.
- Work closely with Head Coaches to build efficient and effective annual and quadrennial performance plans.
- Ensure performance programmes meet safeguarding, anti-doping, and health and safety obligations.



# Key responsibilities

## Player Pathway and Talent Development

- Align performance goals with Scottish Hockey's business plan and strategy.
- Provide strategic oversight of progression from Schools and clubs into national squads.
- Promote equity, diversity and inclusion across all areas of talent development.

## Stakeholder Engagement

- Build strong relationships with GB Hockey, Sportscotland, UK Sport (where relevant), the European and International Hockey Federations, University sector and other performance stakeholders.
- Collaborate with universities, regional hubs, and clubs to enhance shared performance goals.
- Represent Scottish Hockey at national and international forums relating to elite sport.

## Organisational Leadership

- Serve as a key member of the senior leadership team, contributing to broader organisational planning.
- Line-manage National Team Coaches, Performance pathway lead and relevant performance staff.
- Provide regular reporting to the CEO and Board, with transparency on progress, risk, and resourcing.



# Key Deliverables by End of 2026

- Performance impact:** Competitive qualification or participation in the 2026 FIH Hockey World Cup; enhanced world rankings.
- Financial discipline:** Performance strategy prioritised and executed within agreed budgets, with clearly prioritised resource allocation and regular financial tracking.
- Pathway integration:** Stronger alignment between junior and senior programmes; a more visible, structured player development pipeline.
- Staff and athlete support:** Clear performance planning frameworks; enhanced development and wellbeing support for national squad members and staff.

## Person Specification

### Essential

- Proven leadership in high-performance sport program at international level with a specific preference for an individual with experience in World Class Programmes.
- Experience in managing performance budgets and aligning delivery with resource constraints.
- Deep understanding of elite hockey or comparable high-performance environments.
- Strong interpersonal and stakeholder management skills across sport and funding bodies.
- Demonstrated success in strategy development, planning, and delivery.

### Desirable

- Experience of working within World Class Programmes in the build up to and throughout a major games.
- Familiarity with the Scottish or UK high-performance funding landscape.
- Coaching or performance planning qualifications (e.g. UKCC Level 3+, ISPAS, HPD).



# Contract and Conditions

## Term:

Fixed-term until December 2026, with potential extension subject to review.

## Location:

Glasgow or Edinburgh with Hybrid working. Presence at training centres and events as required.

## Remuneration

£52,500 FTE (Full Time Equivalent subject to skills and experience) — £28,000 pro rata (20 hours per week)

## Closing date

Submit your CV and a covering letter outlining your suitability for the role to [Applications@scottish-hockey.org.uk](mailto:Applications@scottish-hockey.org.uk). The closing date for applications is 31st July 2025

## Interviews

Interviews are provisionally planned for Wednesday 6<sup>th</sup> August. We'll share the interview panel, and our questions in advance to give you the best opportunity to prepare.

## Questions?

For a confidential conversation, please contact Derek O Riordan on 07545 817 529 or [derek.oriordan@scottish-hockey.org.uk](mailto:derek.oriordan@scottish-hockey.org.uk).

# Meet the board (Slide 1 of 2)

Our board comprises eleven committed volunteer non-executive directors, plus our CEO. Each brings different skills and experiences, and leads on related governance and board responsibilities:

## **Neil Francis (Independent Chair)**

Neil brings 25+ years' leadership in economic development and digital transformation, with global governance experience. A strategic, inclusive leader focused on sustainability, good governance, and growing Scottish Hockey's influence.

## **Emma Douglas-Allan**

Emma specialises in strategic communications, change leadership, and colleague engagement from roles at Sky, Tesco Bank, and the Scottish Government. She brings a people-first, values-driven approach to Board discussions.

## **Mike Burnet (Finance)**

A Chartered Accountant at Franklin Templeton, Mike offers deep expertise in finance, governance, and risk. His hockey and grassroots insights complement his sharp financial oversight at Board level.

## **Simon Clarke**

Simon is an experienced leader in risk, governance, and regulatory compliance. With an MSc in Risk Management, he strengthens our strategic decision-making, audit processes, and engagement with regulatory frameworks.

# Meet the board (Slide 2 of 2)

Our board comprises eleven committed volunteer non-executive directors, plus our CEO. Each brings different skills and experiences, and leads on related governance and board responsibilities:



## **Martin Shepherdson**

Martin, a Grange Hockey stalwart, brings extensive grassroots and club experience. With a consultancy background in the energy sector, he combines operational insight with strategic leadership in Scottish Hockey.



## **Derek Keir**

CEO of Scottish Hockey and former CEO of the Camanachd Association and a partnership manager for sportscotland partnership manager, Derek brings expertise in development, governance and strategic planning.



## **Karin Gallacher**

Karin, SCVO's Head of Information and Support, chairs our People Committee. She combines third-sector leadership experience with a passion for inclusion, neurodiversity, sustainability, and over 30 years in hockey.



## **Gareth Tenner**

A solicitor at Dentons, Gareth brings commercial legal expertise and grassroots hockey leadership. He serves on our Audit Committee, enriching governance with his legal, sporting, and operational experience.



## **Kareena Cuthbert (Kaz)**

Former Scotland hockey captain, Kaz brings elite performance insights and leadership from international sport. As Bowls Scotland's Head of High-Performance, she drives pathway development and strategic performance expertise.



## **Balvinder Sagoo**

Balvinder is a senior pharmacist and Boots UK's Scotland Pharmacy Manager. Passionate about inclusion, he brings leadership from healthcare, grassroots coaching, and representation across Scotland's Community Pharmacy sector.



## **Jane Harvey**

Jane offers 18 years in sport leadership after a consultancy career. Former CEO of Snowsport Scotland, she contributes expertise in governance, safeguarding, and developing inclusive, strategic sports programmes.