Scottish Hockey

Job Description

Post Title:	Regional Development Manager - West
Main Purpose:	The Regional Development Manager-West will lead the delivery of Scottish Hockey's participation and club development ambitions across the West Region. The role will work collaboratively with district, clubs, schools, universities, local authorities, Active Schools, leisure trusts, volunteers and community partners to create sustainable opportunities for people of all ages and backgrounds to participate in hockey. The post holder will be the key regional contact for affiliated clubs and stakeholders and will support the implementation of strategic priorities locally, ensuring that national ambitions translate into meaningful and measurable outcomes within communities throughout the West of Scotland
Responsible to:	Lead Manager – Development (LM-D)
Salary:	£29,500 DOE
Office:	Glasgow National Hockey Centre and home-based working with travel throughout the West Region.
Hours:	37.5hrs pw
Apply by:	Submit CV and a covering letter to HR@scottish-hockey.org.uk
Closing date:	Friday 27 November 2026 - 5pm
Interviews:	Week beginning 7 December 2026
Questions:	please contact Nic Wilson at nicola.wilson@scotttish-hockey.org.uk
Key Areas of Work:	
1. Participation and Growth	• Lead regional initiatives that increase participation and membership across all age groups. • Support the implementation of Scottish Hockey participation programmes, including junior festivals, school hockey initiatives and adult introductory opportunities. • Work with clubs and partners to improve participant recruitment, retention and progression. • Identify underrepresented groups and implement targeted initiatives to improve access and inclusion. • Support the development of female participation and leadership, disability inclusion and community engagement programmes. • Gather and analyse participation data to inform regional priorities and investment opportunities.
2. Club Development and Sustainability	• Support clubs to become sustainable, inclusive and well-governed organisations.

	• Facilitate club development planning aligned to Scottish Hockey's strategic objectives. • Provide guidance on governance, facilities, finance, workforce planning, safeguarding, inclusion and club accreditation in collaboration with other departments in Scottish Hockey. • Assist clubs in identifying and securing external funding opportunities. • Support clubs to develop strong player pathways from junior to adult hockey. • Promote collaboration between clubs to enhance capacity, sustainability and regional impact.
3. Schools, Further Education and Community Hockey	• Lead the development of hockey opportunities within schools and communities across the West Region, in line with Scottish Hockey's strategic priorities. • Work with Active Schools coordinators, local authorities and education partners to strengthen links between schools and clubs. • Support delivery of Scottish Hockey's Schools of Hockey framework and associated programmes. • Develop sustainable school-to-club transition pathways. • Increase opportunities for young people to engage in hockey on and off the field through curricular and extracurricular activity. • Deliver teacher training to support the delivery of hockey in primary and secondary schools.
4. Workforce Development	• Support recruitment and retention of volunteers, coaches, officials and club leaders. • Promote coach, umpire and volunteer education opportunities. • Support succession planning within clubs and district structures. • Foster a positive volunteer culture across the region.
5. Strategic Delivery and Reporting	• Contribute to the delivery of Scottish Hockey's 2026-2031 strategy within the West Region. • Develop and implement annual regional operational plans, including club compliance and affiliation. • Contribute to organisational projects, working groups and national initiatives. • Share best practice and innovation across regions and the wider organisation. • Collate and analyse data, and report on progress across relevant programmes, affiliation, and compliance activities to the Line Manager, Senior Leadership Team, and Board as required.
Person Specification	**Knowledge and Experience** **Essential:** • Experience of sports development, community development and/or participation programmes.

	• Experience of working with clubs, volunteers and community organisations. • Understanding of club development and governance principles. • Experience of project planning, delivery and evaluation. • Excellent stakeholder engagement and relationship management skills. • A sound understanding of safeguarding practice within sport. • Understanding and commitment to equality, diversity and inclusion principles. • Excellent communication and presentation skills. • Ability to work independently and manage competing priorities. • Ability to travel regularly across the region. **Desirable** • Knowledge of the Scottish sporting landscape. • Knowledge and understanding of hockey structures in Scotland. • Experience of working within a national governing body. • Experience of partnership management with education or local authority sectors. • Coaching, officiating or volunteer management experience. • Experience of securing, managing or supporting grant-funded initiatives. • Experience of managing and overcoming facility-related challenges within a sporting environment. • Experience of working in a disability sport setting.