



CHAIR OF THE BOARD

SEPTEMBER 2025



PADDLE
SCOTLAND

RECRUITMENT PACK



A word from our Interim CEO

I'm delighted you're considering the role of Chair of the Paddle Scotland Board of Directors. This is a pivotal moment for our organisation - one of transition, rebuilding and renewed ambition. Over many months now we've been laying the foundations for a stronger, more transparent and better-connected future: strengthening our governance, reviewing our systems, and developing a new strategy with our members at its heart.

Much of this work has taken place behind the scenes, but the impact is starting to show. We're becoming more confident, more collaborative and more outward-looking. Our clubs and athletes continue to excel on the water, and our growing partnerships help us continue to support participation and performance across Scotland.

The role of Chair will be central to this next phase. You'll be joining a Board that is positive, committed and ready to embrace change. As Chair, you'll help guide and support us through a period of transition - championing good governance, empowering our staff and volunteers, and helping to ensure our sport reflects the diverse communities it serves.

This is a voluntary role, but it's also an extraordinary opportunity: to shape the future of paddlesport in Scotland, to work with inspiring people, and to leave a lasting legacy at a critical point in our journey.

If you share our passion for paddling, our belief in community and our ambition for change, we'd be thrilled to hear from you. Together, we can ensure Paddle Scotland continues to grow, thrive and inspire - on and off the water.

Kevin Pringle
Interim CEO, Paddle Scotland

About Us

Who we are

Paddle Scotland is the Governing Body for paddlesport in Scotland. We are a membership organisation comprising more than 4,000 individual members including over 2,300 qualified coaches.

We have a network of 80 affiliated clubs and delivery partners throughout Scotland offering a range of paddlesport disciplines.

 **Partner of / Supported by:**

sportscotland
the national agency for sport

spòrs alba
am prìomh bhuidheann
nàiseanta airson spòrs

PADDLE^{UK}

What we do

As a people-focussed and volunteer-led organisation, we strive to support and educate everyone who paddles in Scotland.

Our aim is to cultivate an inclusive community people want to be part of, with opportunities for all to grow, develop and progress in paddlesport.

PADDLE
SCOTLAND



Our Vision

As outlined in our '**Paddlesport for All**' strategy, we believe that paddlesport is something that everyone should be able to enjoy regardless of background or circumstances.

We want to **make the sport more accessible** and work in partnership with other organisations to seek out how to remove real and perceived barriers that prevent people taking up and flourishing in our sport.



We are in the process of renewing our long-term strategy and the new strategy will focus on **developing a thriving paddlesport community** throughout Scotland.

It is likely to encompass a continued focus on developing people, connecting and listening to our membership and partners, refreshing how we support clubs and paddlers and promoting responsible paddlesport.

The Scottish paddlesport community is a vibrant, strong and welcoming community of people and organisations and **we achieve more when we work together.**

The Role Overview

- The Chair of the Board of Paddle Scotland holds a **pivotal leadership role**, responsible for ensuring the effective operation of the Board and strong governance across the organisation.
- The Chair is appointed for a **3 year term** and is expected to commit **2-3 days per month** to the role including circa **8 board meetings** per year.
- As the leader of the Board, the Chair sets the tone for **ethical conduct**, oversees the development and delivery of the organisation's **strategic objectives**, and ensures that the Board **functions efficiently**, making informed, balanced decisions.
- The Chair will support the recruitment of a permanent CEO and work closely with them to provide **guidance and support** while maintaining a clear distinction between governance and management. They are also responsible for facilitating open, inclusive discussion among Board members, ensuring **proper oversight of risk and compliance**, and representing the Board in high-level external relations with stakeholders, government bodies, and other partners.





Role Responsibilities

Board Direction and Team Management

Provide Supervision and Guidance:

- to the Board of Directors, fostering a cohesive and productive team dynamic. Encourage the Board's involvement.
- in strategic planning and key decision-making processes. Utilise the strengths of Board members.
- to enhance overall effectiveness.

Line Management and Governance Oversight

- Line manage the CEO, including conducting annual performance reviews and maintaining a strong working relationship with the senior team.
- Ensure accountability and implementation of recommendations from the governance review of Paddle Scotland.
- Act as a bridge between the Board and the CEO, overseeing the implementation of governance review initiatives.

Meetings and Effectiveness

- Chair meetings of the Paddle Scotland Board.
- Chair Annual General Meetings and General Meetings of Paddle Scotland.
- Conduct an annual review of Board effectiveness and ensure the appropriate mix of skills for effective governance.
- Collaborate with the CEO to develop meeting agendas and plans.

Reporting and Communication

- Act as a project sponsor for various initiatives, leveraging external knowledge and experience to drive innovation within the organisation.
- Plan for the continuous development of Paddle Scotland, including reviewing the long-term vision and strategy.



Role Responsibilities

External Relations and Compliance

- Develop and maintain external relationships with key partners, particularly the Paddle UK, the other Home Nations for the sport and **sportscotland**.
- Ensure Paddle Scotland complies with standards of good corporate governance, including risk management and fulfilling any independent audit requirements.
- Act as a Director of Paddle Scotland, working in the organisation's best interests in line with the Companies Act 2006 and the Ethical Standards in Public Life etc. (Scotland) Act 2000.

Representation and Networking

- Represent Paddle Scotland at various meetings and events, contributing to the organisation's profile and impact.
- Participate in wider network events within the Scottish sporting system, contributing to the growth and development of paddlesport in the country.

Other

- Ensure Safeguarding & Wellbeing and Equality, Diversity and Inclusion are visibly supported and encouraged.
- Travel across Scotland and overnight accommodation may be required as part of this role.

Person Specification

Area	Essential	Desirable
Knowledge & Experience	<ul style="list-style-type: none"> • Experience in a leadership role, preferably as a Chairperson or similar position. • Strong understanding of strategic planning, governance, and decision-making processes. • Excellent people management skills with the ability to inspire a diverse team. • Knowledge of corporate governance and compliance standards. • Understanding of the sports industry and passion for promoting paddlesport in Scotland. • Exceptional communication and interpersonal skills with the ability to represent the organisation at various forums. • Experience in engaging partners and building strong, sustainable relationships. • Experience in building and maintaining relationships with internal and external stakeholders and partners. 	<ul style="list-style-type: none"> • Working knowledge of the Scottish sporting landscape. • Knowledge and experience of paddling.
Other	<ul style="list-style-type: none"> • Flexible approach to the role, which will include evenings and weekends. 	



HOW TO APPLY

To apply for the role, please send your CV and a cover letter detailing your interest in and suitability for the post to Paddle Scotland at HR@paddlescotland.org.uk.

The deadline for applications is 23:59 **on Sunday 19 October 2025**.

Interviews will be virtual and will be held on **10 / 11 / 12 November 2025**.

If you would like to discuss the role in advance of an application, please contact our Interim CEO Kevin Pringle who will arrange a conversation - kevin.pringle@paddlescotland.org.uk.

*Please get in touch if you would like an **accessible version** of the Recruitment Pack.*

Equality and Diversity Statement

Paddle Scotland is committed to creating a diverse and inclusive organisation that reflects the communities we serve. We actively welcome applications from individuals of all backgrounds, cultures, identities, and experiences.

APPLICATIONS CLOSE:
Sunday 19 October 2025