



The Scottish Target Shooting Federation known as Scottish Target Shooting (STS) is seeking to recruit a Chair to head up the Council Executive (Management Board). Members of the Council Executive may not receive any remuneration but will receive reimbursement of travel expenses agreed in advance with the STS Finance Committee.

The appointment is for an initial two year period and subject to the STS constitution the Chair may stand for further terms of office thereafter. To provide for a review process for both parties there will be a 6 month probationary period within the post.

Appointment will be subject to completion of a successful interview held with the appointees of STS four members bodies, it is anticipated that interviews will be held in July 2011. The appointment will require the formal approval of STS member bodies at a general meeting.

This is a key role within the sport of target shooting at a time where with the advent of the 2014 Commonwealth Games there are unprecedented opportunities for the further development of the sport. A summary of the role is contained in the following pages.

Applications by letter to be received by 15th June 2011, explaining how your experience addresses the role requirements as detailed in the following pages together with an accompanying CV should be sent to

The Administrator
Scottish Target Shooting
Caledonia House
South Gyle
Edinburgh
EH12 9DQ

Alternatively your letter and CV may be forwarded in MS Word or PDF format to admin@stsf.org.uk

The Organisation

Scottish Target Shooting is the governing body for target shooting in Scotland under the auspices of **sportscotland**. The organisation encompasses four member bodies Scottish Clay Target Association, Scottish Pistol Association, Scottish Rifle Association and Scottish Small-Bore Rifle Association.

Objectives

Scottish Target Shooting and its member bodies objectives are ;

- Promote and develop the sport of target shooting in Scotland.
- Represent Scottish target shooting on the Commonwealth Games Council for Scotland
- Represent target shooting in Scotland in interaction with **sportscotland**, Glasgow2014, Police, Military, Scottish Executive, Local Authorities, Government Bodies and Agencies.
- To act as a consultative and co-ordinating body for target shooting.
- To represent Scotland target shooting interests to the Boards of appropriate UK and international shooting organisations.
- In co-operation with **sportscotland** draft, manage and monitor a strategic development plan for target shooting.
- Apply, account for and manage grant aid funding in discussion with **sportscotland**.

Structure

The Organisation is managed by a Council Executive consisting of a Chair, Vice Chair, Secretary, Treasurer and immediate Past Chair. The Council operates on a voluntary basis and is supported by two delegates from each of the four member bodies. Additionally the structure is further supported by various sub committees which at present comprise Legacy (national facility), Finance, Coaching Development and High Performance.

The Sport

Target shooting as represented by clay, pistol and target rifle is a key sport within the Commonwealth Games, where it has been represented since 1974. The sport is one of Scotland's most successful in terms of international competition e.g. 30% of the medals awarded at the New Delhi Games were awarded to shooting. With the 2014 Commonwealth Games being hosted in Scotland there is a unique opportunity to advance the profile of the sport in government, corporate and public perceptions.

The Role

Scottish Target Shooting is seeking to appoint a Chair independent of its four member bodies, knowledge of and experience in any of the target shooting disciplines whilst helpful is not a pre-requisite. The role is on an unpaid voluntary basis with out of pocket expenses being paid. The principal thrust of the role will encompass the undernoted factors.

- Lead the development of a skills based Executive well placed to take advantage of the unique opportunities becoming available to the sport e.g. Commonwealth Games.
- Consider a SWOT (strength, weakness, opportunities and threats) analysis of Scottish Target Shooting and in co-operation with the Council Executive implement change as necessary
- Assist in the production of a strategic plan which is SMART (specific, measurable, attainable, realistic and timely) and ensure Scottish Target Shooting's overall management structure is attuned to the requirements of the plan.
- Establish effective communication and at a strategic level work with **sportscotland**, Scottish Government, Local Authority, Commonwealth Games Council for Scotland, Glasgow2014 and other such Bodies as may assist in the development of the sport of target shooting.
- Establish and monitor an effective reporting process in respect of Scottish Target Shooting's member bodies and their wider membership.
- Actively promote with those bodies and individuals of influence the concept of a "legacy facility" for shooting subsequent to the 2014 Commonwealth Games.

Candidate Skills

Essential

- Ability to set strategy and influence change.
- Management and motivation of people.
- Ability to work at senior management and / or director level.
- Communication, networking and influencing skills.
- Delivery of results against a strategic plan.
- Maintenance of a viewpoint independent of the individual member bodies with a focus on the “big picture” necessary for Scottish Target Shooting as a whole.

Desirable

- Knowledge of the Scottish sporting infrastructure and funding sources.
- Experience of budget management within a sports or voluntary related environment.
- Experience of committee working within a sports or voluntary related environment.
- Working with volunteers or voluntary organisation in any capacity.