



Activities Manager

(circa £28,000 with potential for a performance related bonus)

Pinkston Watersports, operated as a Social Enterprise by Glasgow Watersports Ltd is an Urban Watersports Centre, sited at the end of the Forth to Clyde canal, 1 mile from Glasgow City Centre. Our site is unique to Scotland and boasts Scotland's first and only Artificial White Water Course (AWWC) along with a clean water basin that offers three pitches. We also offer secure storage for clubs and organisations, changing rooms, and meeting rooms.

Since we opened in May 2014, we have become established as a key venue for paddlesports in Scotland and are a well-used and popular site in the local community. Our work is focused around three strategic objectives – Sport, Community, and Social Enterprise.

We are now looking to recruit an Activities Manager to develop the activities available at Pinkston, increasing accessibility of water sports to a wider audience as part of a long-term model of sustainability.

We value diversity in our team and actively encourage applications from all backgrounds, personal characteristics and beliefs. In particular we would be interested in receiving suitable applications from those who are currently under-represented in the sector.

Applications must be submitted using the application form. CVs will not be accepted. Closing date for applications is Monday 30th September at 5pm.

Interview date Monday 14th October, which will include an Activity Based Exercise.

For further information please contact the General Manager, Hannah Blair – hannah@pinkston.co.uk or 07706415209

Background

Pinkston's operating model is a combination of facility and storage hire, and direct delivery of activities. The Activities Manager will be responsible for developing the direct delivery of activities alongside working with existing users to continue to support them in their areas of work. There will be a significant element of partnership working and collaboration. This is key to Pinkston's ethos and current operating practice.

Pinkston is host to 20 clubs and organisations who are resident on-site in shipping container storage facilities. These organisations range from paddlesports clubs, third sector organisations, rescue services, commercial outdoor operators and coaches, schools, and youth organisations and national organisations (SCA and Glenmore lodge). In addition to this there are a number of clubs and organisations who use the site on a regular basis. Four hundred individuals from around 50 different organisations have been trained as "External Site Operators" (ESOs) which enables them to book in and hire the water facilities at Pinkston. Activities happening on site include training elite canoe slalom athletes, paddlesports clubs, sporting competitions, school activities, open water swimming, white-water rafting, rescue service training, and more.

Vision

The Glasgow Watersports Centre will be renowned as a centre of excellence for sporting activity to facilitate community regeneration. It will be well used and highly valued by the local community and wider sporting community.

Mission Statement

Glasgow Watersports is Scotland's only artificial whitewater centre. As a social enterprise we aim to make watersports accessible to all so that everybody can have the chance to build the confidence, strength, independence, and social network that come from participation. We enable all people to realise their full potential, whether it's gaining confidence through trying something for the first time or providing a safe, clean, challenging, and changeable course for professional practice.

Our Core Values

The Core Values to which we aspire to are:

- Equality, fairness and social justice
 - Dignity and respect
- Empowerment of individuals and communities through participatory processes
 - Cooperation and collaboration
- Organisational openness and accountability
 - Responsible citizenship
 - Community togetherness.

Job Description:

- Lead on the development of watersports at Pinkston – working with all disciplines to ensure that Pinkston offers a centre of excellence for all sports and disciplines
- Liaise with clubs, SCA, and other partners to ensure that their needs are being met
- To widen the reach of Pinkston and increase the demographic accessing the facilities
- Manage rotas and staffing for activities onsite
- Train External Site Operators – including developing of this training in response to developments at the facility
- Take an active responsibility for health and safety, including feeding in to reviews of policies and procedures to reflect ongoing learning in safe practice.
- Working alongside the General Manager and Technical Adviser provide input into designing training programmes for staff, freelancers, ESOs, and wider customer base
- Build a regular calendar of activities and events to broaden the reach of watersports and increase the use of Pinkston and beyond.
- Deliver and coordinate training (for staff, freelancers, ESOs, and wider customer base) – including personal proficiency awards, FSRT, WWSR, Stadium Safety and Rescue, Paddlesports Instructor, and others
- Work alongside the General Manager to develop the commercial offering of Pinkston watersports in line with the Business Plan. Activities will utilise both flat and whitewater aspects of the facility.
- Develop and Build on Community Activities – working alongside the Community Lead (Community Engagement Officer) and General Manager. This will include John Muir Award, SQAs, and others. Partnership working is a key part of this delivery (Glasgow Kelvin College and wider Pinkston Community Project group)
- Develop staff – actively encouraging their personal development alongside the Strategic Objectives of Pinkston Watersports
- Diversify the activities on offer – to include bushcraft, and other land based activities.

Responsible to:

General Manager

Responsible for:

Centre Assistants

Operations Assistants

Freelance Coaches

Person Spec:

Essential Criteria

- BCAW (British Canoeing Awarding Body) performance Coach White Water, BCU (UKCC) Level 3 White Water Kayak BCU Senior Instructor, BCU Level 3 coach white water kayak or equivalent
- White water safety and Rescue / Stadium Safety and Rescue
- Experience working and managing an outdoor centre
- Commercially astute
- Business Development, ability to evidence ability to income generate
- Experience developing new programmes and partnerships
- Experience of leading, developing and mentoring a staff team
- Experience working with diverse and vulnerable groups of all abilities
- Ability to manage a budget
- Experience working with schools and community groups
- Report writing and accountability to CEO and funders
- Confidence in IT and social media (e.g. word, excel, powerpoint) and adaptability to use new booking systems, web hosting etc.

Desired Criteria

- Coaching qualifications in another paddlesports discipline (e.g. open canoe, SUP, freestyle, polo, slalom)
- BCAW Coaching Diploma, BCU (UKCC) Level 4 coach BCU Coach, BCU level 5 coach
- Raft Guide/Trip Leader
- RLSS Open Water Swimming Life Guard (or equivalent)
- Expedition experience
- Paddleability provider
- White water safety and Rescue / Stadium Safety and Rescue provider
- Accredited to deliver Personal performance awards (white water)
- Paddlesports leader award – deliverer
- Paddlesport instructor award – deliverer
- Experience of the John Muir Award or similar