



Pinkston Watersports

Role: Youth and Community Coordinator

Full Time: 37.5 hours per week, flexible across 7 days. Permanent contract.

Location: Glasgow G4 9XP, site based with some outreach / community working. No homeworking required.

Salary: £27,775 - £33,150

Annual Leave: 28 days annual leave, plus progressive leave policy.

About Pinkston Watersports

Glasgow Watersports operates Pinkston Watersports in Port Dundas, a unique self-sustaining charity and urban community sports hub located close to the city centre. Pinkston is home to Scotland's only artificial white-water course alongside a large clean water canal basin and was a legacy project of the Commonwealth Games 2014.

We deliver a diverse and dynamic programme of activity: from public sessions and school engagement to community programmes, paddlesport development, and national-level training for rescue services. We are open year-round and are driven by a clear purpose to build stronger communities through activity, opportunity, and connection.

Our delivery is structured across four key business areas:

School and community programmes, public weekend activity delivery, venue hire for kayak clubs and rescue services, and secure storage hire.

You'll be someone who thrives in an active environment, enjoys working with diverse groups, and is motivated to make a real impact through outdoor activity and community engagement.

Role Purpose

You will work closely with the Activities Manager to develop and deliver a high-quality, inclusive programme of services, ranging from fun sessions for Scouts, Guides and other community groups to structured, school accredited programmes. You'll immerse yourself in our youth clubs and local projects, gaining a strong understanding of the communities we serve, the challenges they face, and the diversity they represent, while building on and enhancing our existing offer. You will also dive in and deliver on some youth led sessions.

A key part of the role will involve developing and maintaining a strong network of schools, youth organisations and community contacts, actively promoting the opportunities available at Pinkston. You will spend significant time building relationships, coordinating visits, and engaging with local groups.

There will also be opportunities to contribute to grant funding applications, making this a desirable skill.

Based in the north of Glasgow, Pinkston is uniquely positioned to support communities experiencing higher levels of disadvantage, including challenges around educational attainment, health and wellbeing, and aspiration. We are looking for someone who can inspire, connect and communicate effectively creating an environment

built on mutual respect and a belief in the benefits of outdoor activity to support a positive, growth mindset. The ability to build strong relationships with young people will be critical.

Experience in youth work is essential, alongside strong organisational skills, creativity, and the ability to manage multiple projects. Good IT skills and effective planning will support robust monitoring and evaluation across all programmes.

We are looking for a highly motivated, optimistic individual who is ready to make a meaningful impact.

Job Description

Key Responsibilities

Programme Development & Delivery

- Working with the Activities Manager, design, coordinate and deliver a diverse, inclusive programme of activities for young people, schools and community groups, from introductory sessions to accredited and outcomes-based programmes
- Contribute to the development of youth awards and accreditation pathways (e.g. ASDAN and similar frameworks)
- Support the integration of Curriculum for Excellence (Experiences & Outcomes) within activity delivery
- Deliver sessions directly where required, particularly during peak periods

Youth Work & Participant Development

- Work within the framework of our youthwork strategy – and get involved! Delivering and supporting the delivery of paddlesport activities
- Apply youth work principles to support the personal, social and emotional development of young people
- Create safe, inclusive environments that foster confidence, resilience, teamwork and a growth mindset
- Act as a positive role model, supporting young people to raise aspirations and engage in new opportunities

Community Engagement & Partnership Development

- Maintain and continue to build a strong network of schools, youth organisations, and community partners
- Proactively engage with local groups, promoting Pinkston's opportunities and increasing participation
- Develop and manage a growing database of school and community contacts
- Represent Pinkston through presentations, outreach and partnership meetings

Understanding Community Needs

- Develop a deep understanding of the communities Pinkston serves, particularly those facing barriers linked to disadvantage, wellbeing and aspiration
- Shape and adapt programmes to better support local needs, inclusion, and long-term engagement
- Contribute to a culture of respect, equality, and opportunity for all participants

Project & Programme Coordination

- Lead on the planning and coordination of visits, programmes and community initiatives
- Manage multiple projects and stakeholder relationships simultaneously, ensuring effective use of time and resources
- Take responsibility for key programmes (e.g. youth initiatives or community projects), ensuring delivery against agreed outcomes

Monitoring, Evaluation & Impact

- Implement effective systems to track participation, outcomes and programme impact
- Use IT systems and planning tools to support evaluation, reporting and continuous improvement
- Contribute to evidencing impact for internal review, partners and funders

Funding & Programme Development

- Contribute to grant and funding applications, supporting the sustainability and growth of programmes
- Assist in identifying opportunities to expand and enhance community and youth provision

Strategic Contribution & Development

- Support the development and implementation of Pinkston's Youth Work Strategy, contributing ideas, research and improvements
- Play an active role in shaping new initiatives, partnerships and programme areas
- Contribute to wider developments such as environmental or community-based projects (e.g. outdoor learning, growing spaces, sustainability initiatives)

Operational & Team Responsibilities

- Work flexibly as part of a small team, contributing to the overall operation of the centre
- Maintain high standards of safeguarding, health & safety and professional conduct
- Support colleagues and lead by example, demonstrating a proactive, hands-on approach

Skills, Experience and Qualifications

Qualifications

- Qualified to lead in one or more of the following activities: Kayaking, Canoeing, Stand-Up Paddleboarding, Bushcraft, Archery, or Team Building
- A commitment to working towards qualifications for the activities outlined above
- 16-hour Outdoor First Aid qualification
- Safeguarding / Child Protection training
- Full UK driving licence

Essential

- Experience working with young people and community programmes
- Experience in the use of Microsoft Office 365 and other
- Full driving licence
- Excellent communication and interpersonal skills
- Excellent organisational skills with strong attention to detail
- Experience of working in a community setting with local partners

- Leadership and coaching, youthwork qualifications or other relevant experience

Desirable

- Experience working with young people and community programmes
- Understanding of the third sector or social enterprise
- Experience in preparing and submitting funding applications
- Experience using evaluation and impact data
- Land based activities – Archery, Bushcraft, Team Building
- D1+E Licence

Our Values

The successful candidate will actively embody and promote Pinkston Watersports' values:

- **We value the inherent rights of every child** - in all that we do is within the UNCRC framework and in our safeguarding practices
- **We value Fun** – Enjoyment is central to everything we do
- **We value Blue & Green Spaces** – Supporting health and wellbeing through outdoor environments
- **We value Learning through Challenge & Reflection**
- **We value Community Strength** – Building connections and opportunity
- **We value Safe Practice** – Safety underpins every experience
- **We value Good Stewardship** – Responsible use of our resources
- **We value Water Safety Training and Competitive Sport**

Additional Information

This role reflects the dynamic and evolving nature of Pinkston Watersports. As a small, ambitious, and busy centre, responsibilities will naturally develop over time. The successful candidate will be expected to contribute flexibly, respond positively to new challenges, and play an active role in shaping how we grow and improve.

We are looking for someone who combines energy, attention to detail, a self-starter who takes ownership of their work and manages their time effectively. You will be equally comfortable planning ahead and responding to the immediate needs of the day, stepping in wherever required to ensure the smooth running of the centre. A willingness to get stuck in & support others is required.

This is a hands-on role where no two days are the same. The right person will take pride in delivering exceptional experiences while helping to shape the future of Pinkston, bringing a positive, proactive approach to both people and programmes.

If you're passionate about people, community, and purposeful work, we'd love to hear from you.

Reports to Centre Manager.

Application Notes

Informal conversations are warmly welcomed in advance of the closing date – contact our Centre Manager directly on Eddie@pinkston.co.uk.

Research shows that many talented individuals may hesitate to apply for jobs unless they feel they meet every single criterion. At Pinkston Watersports, we value diverse experiences and perspectives. If you are interested in this role and believe you have much to contribute, we encourage you to apply, even if your background doesn't match every requirement. Please tell us what makes you the ideal candidate.

Please apply in writing, by sending your CV and covering letter to Eddie@pinkston.co.uk.

Application Deadline: Sunday 31st July.

Interviews: During week of 10th August.

Corporate Responsibility

- Always Promote Pinkston Watersports positively and professionally
- Deliver excellent customer service and uphold strong professional standards
- Commit to equality, inclusion, and safeguarding in all areas of work

Pinkston is an equal opportunities employer and committed to safeguarding principles. We expect our staff to share our commitment. An offer of employment is subject to PVG and 2 satisfactory references.