

www.wws.org.uk

waterski & wakeboard
scotland



DIRECTOR RECRUITMENT

X2 GENERAL DIRECTORS





JOB PACK: DIRECTOR

Dear Candidate,

Thank you for your interest in the role of Director at Waterski and Wakeboard Scotland. Waterski and Wakeboard Scotland (WWS) is looking to appoint 2 driven and passionate individuals who can deliver the governing body's objectives in line with its values of Community, Progress and Fun. The candidates we appoint will be full of enthusiasm and positive energy and a great role models.

We are committed to broadening the diversity of our organisation and are keen to attract people from a wide range of backgrounds. For the right candidates, this is a truly exciting opportunity to be part of a dynamic, growing and ambitious organisation where your contribution and ideas will have a significant impact in the growth of our sports.

Yours faithfully,
Calum Gauld, Chief Operating Officer

ABOUT US

Our Vision

A thriving community which provides regular opportunities for all to participate, compete, progress and achieve within our sports.

Our Mission

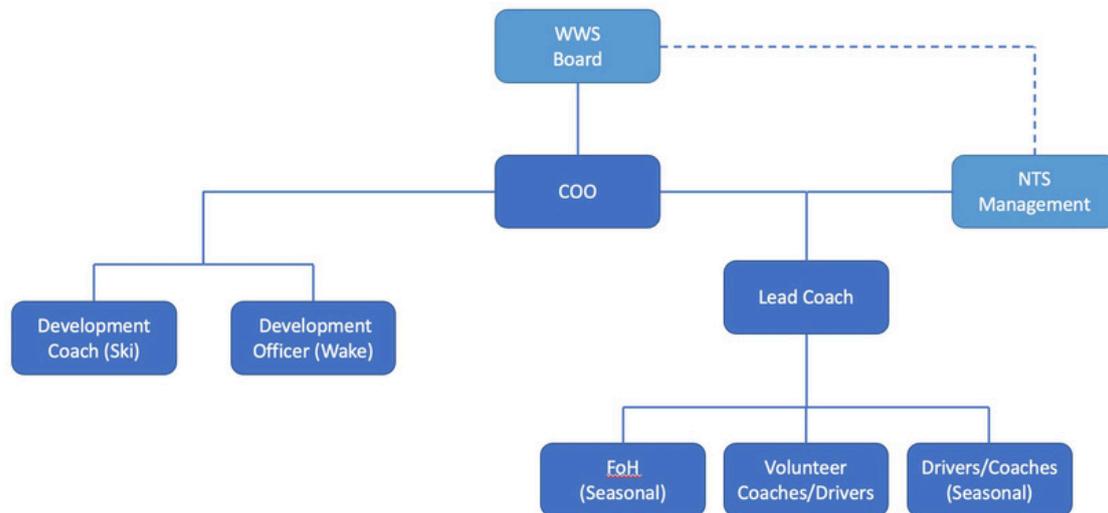
Lead progressive growth in the sports by promoting partnerships, inclusivity and sustainability.

We are Waterski and Wakeboard Scotland - Scotland's governing body for waterski and wakeboard activities, funded by SportScotland and the National Lottery. We fully support the Scottish Government's Physical Activity for Health Framework.

Scotland's geography provides some of the most globally renowned, stunning backdrops for outdoor activity and watersports. With over 30,000 freshwater lochs and 6,000 miles of coastline, there are many wonderful opportunities to enjoy the thrills and challenges offered by waterski and wakeboard - nothing beats getting out onto the water and focusing your mind on just you and the beautiful outdoors.



WWS BOARD



Waterski and Wakeboard Scotland has a board of appointed directors led by our Chair who are responsible for the organisation with a focus on strategy, finance and governance. Our board consists of 9 directors: including a chair, vice-chair, secretary and treasurer plus five general directors and the COO as an executive director.

THE ROLE OF THE BOARD DIRECTOR

All directors are appointed/elected to the board for an initial three-year term with the ability to serve a second 2-year term subject to approval.

Board Directors are accountable for the organisation, ensuring that Waterski and Wakeboard Scotland follows the law and its Articles of Association, regulations, and membership rules. The Board is ultimately responsible for growing the sports and achieving the sports purposes as outlined in the Articles and strategic plan in a way that is relevant to our community and sustainable. To do this, all board directors must assume responsibility for the following important areas.

- Strategy - Directors should help develop proposals on strategy, assist in setting Waterski and Wakeboard Scotland's vision, values and standards and ensure that its obligations to its membership are met.
- Governance and Risk - Directors should lead Waterski and Wakeboard Scotland via good governance, allowing risk to be identified and managed. Board directors should be satisfied with the quality of financial information, as well as the strength of financial controls and risk management systems. Ensure that the governance structures are solid and acceptable for a membership organisation receiving public funds.



PERSON SPECIFICATION

ROLE SUMMARY

In addition to the general duties of a director as an integral member of the board, you will play a key role in the growth of Waterski and Wakeboard Scotland, assisting in driving our strategic direction through planning and oversight while bringing varied and independent viewpoints.

In delivering your role you will be asked to;

- Maintain an emphasis on strategy and governance. The Chair and directors of the board are in no way responsible for the day-to-day operations of Waterski and Wakeboard Scotland.
- Work effectively with other board directors and the Chair, or serve on one or more board subcommittees.

Term: a period of three years from approval with the opportunity for a further 2-year term.

Appointment: elected to the board by a vote at the AGM.

Time commitment: 4 hours a week (including any Board and Committee meetings plus regular communications with Chair and COO).

ESSENTIAL SKILLS, PERSONAL QUALITIES AND ATTRIBUTES

- Ability to work effectively as part of a team
- Ability to develop strong, effective working relationships
- Excellent interpersonal and communication skills
- Well-developed analytical, problem solving and decision-making skills
- Ability to question, challenge and debate current thinking
- Competent IT skills
- Ability to prioritise workload and manage time effectively

ADDITIONAL IMPORTANCE

- You are aligned with our strategic plan plus our vision and values
- Passion for the power of sport and the physical and mental benefits that it can bring to people
- Commitment to attending board and committee meetings both online and in person.
- Preparing for all meetings by reading and reviewing all board materials in advance.



WHY JOIN WWS

There are several reasons why you would choose to join the board of Waterski and Wakeboard Scotland, including:

- Enhance your own leadership and management abilities for personal and professional growth and progression.
- Develop or earn further experience as a non-executive director through participation on our board and the training possibilities we provide.
- Support and contribute to one of Scotland's fastest growing sports as part of the governing body.
- Opportunities to meet new people and join new professional networks.
- Make a positive impact on sport in Scotland, especially through our community outreach programmes and launch of WWS student society.
- Collaborate with a passionate, motivated, and diverse board and staff.
- Improve your knowledge, understanding, and abilities in areas like governance, policy, finance, and strategic planning.





PRIORITY SKILLS & EXPERIENCE

SAFEGUARDING AND WELLBEING

EXPERIENCE:

WWS is seeking a safeguarding director with an interest and awareness of safeguarding, child protection, and wellbeing matters. With responsibility for safeguarding, mental health initiatives, and clean sport framework across WWS, and for ensuring full compliance with best practice standards for safeguarding in sport. This includes ensuring all safeguarding policies, procedures, processes, and governance are implemented and maintained throughout the sport. You will also ensure that all safeguarding referrals are managed and investigated to the highest standard.

AREAS OF RESPONSIBILITY:

- Provide Non-Executive leadership to the staff team on the development and implementation of strategy relating to the following areas:
 - Child wellbeing & protection;
 - Adult wellbeing & protection;
 - Mental health and wellbeing;
 - Other sport integrity matters.
- Lead, advise, check and challenge the WWS Board on matters relating to all items listed above.
- Advocate for safeguarding, highlighting its importance to stakeholders, the organisation and its participants.
- Act as an alternative route in relation to any wellbeing or protection concerns from people for whom WWS is responsible.

MARKETING AND COMMUNICATIONS

EXPERIENCE:

We are seeking a director with experience to play a key role in guiding us as we seek to develop a marketing and communications plan which aligns with the our strategy and vision to grow our sports both in participation and exposure.

AREAS OF RESPONSIBILITY:

- Work with the COO to shape and review our approach to communications ensuring that this aligns with our strategy and values along with growing the reputation of the organisation and sport.
- Provide advice on marketing strategies and social media campaigns to increase the visibility of WWS including; our clubs, programmes and events. Promoting our sports in a way that attracts new audiences, participants and partners.



HOW TO APPLY

Waterski and Wakeboard Scotland is an equal opportunity workplace that accepts applications from applicants of all ages, genders, ethnicities, sexual orientations, religious beliefs, and disabilities. Candidates should submit a letter of application detailing their enthusiasm for the position and relevant experience, together with their CV, to comms@wws.org.uk.

All director positions require approval/election to the board by a vote at the AGM in October 2025. For a confidential discussion regarding the post, please contact Chair Kevin Lochhead at kevin@wws.org.uk to schedule a time to discuss it further.

