

## Director of Welfare (Vacancy)

### Outline of Responsibilities

We ask all our Directors to commit to attending regular Board meetings. During the pandemic we moved to online meetings which have been highly effective and we will look to continue use of this format as well as some in person meetings.

The position of Director of Welfare is crucial to our ongoing development as an organisation and as a sport. The Director position will oversee the implementation of the SOA's equality, diversity and safeguarding policies, working closely with the Chief Operating Officer (COO) who is the Lead Safeguarding Officer for the organisation. They will look to advance our practices and research in these areas. We would like our Director of Welfare to represent the SOA at some events and meetings with key partners and stakeholders.

The role is required to provide support and guidance for SOA staff in the areas of equality, diversity and Child Wellbeing and Protection in Sport. The Director of Welfare takes responsibility for the oversight of the development, embedding and maintenance of relevant practices in SOA to meet regulatory standards and best practice.

### Specific responsibilities:

Chair an Equality and Diversity Group to review or develop policies and procedures in relevant areas. If necessary, to convene this group to resolve complaints or issues.

Provide advice and support to the COO in implementing appropriate equality, diversity, safeguarding and PVG practices. Research ways and means of increasing participation in orienteering in particular from under-represented groups and communities.

### Person Specification:

#### Essential:

Experience of equality and/or safeguarding procedures in a work or club environment

Experience and understanding of sport

Empathetic, and excellent interpersonal skills

#### Desirable:

Experience of working with children or another vulnerable group

Knowledge and understanding of work of a charity

Knowledge and understanding of orienteering

Should this role be of interest to you, please email Keith Dawson (Chair of SOA Board) to [chair@scottish-orienteering.org](mailto:chair@scottish-orienteering.org) to arrange an informal chat