

Senior Development Officer

We are seeking a highly motivated individual to join our SOA Development Team as a Senior Development Officer. This is an exciting time to join our team as we look forward to the Summer of Sport and increase knowledge of/participation in our sport across the age ranges.

Job Description

Period of tenure: 31st August 2026 proposed start date with an initial two year contract

Hours of work: 4 days per week but this job could be split into two roles depending on the candidates (there may be an opportunity to increase the hours of work)

Place of work: Home working with an expectation of travel to attend meetings and events across Scotland but willingness to travel will be a requirement with attendance at National Orienteering Centre based at Glenmore Lodge, Aviemore for staff meetings and training. The successful candidate must have access to a car.

Reporting to: SOA Chief Operating Officer

Remittance: £31,000 FTE dependent on experience.

Closing Date for Applications: 31st August 2026

Applications should be made by submitting a CV and covering letter outlining suitability for the role to nikki@scottish-orienteeing.org

Interview Dates: Interviews will take place the week commencing 14th September 2026.

Role Outline

- Work with the Scottish Orienteering team to implement the Scottish Orienteering Strategy and fulfil the terms of SportScotland investment
- Work and meet regularly with clubs to understand and support their needs to be sustainable and thriving
- Embed a positive development culture within the sport through working proactively with clubs, coaches and volunteers
- Create and sustain partnerships to widen participation opportunities and develop the sport
- Promote, publicise and raise the profile of orienteering

Specific duties

- Work as part of the development team in fulfilling the development portion of the Scottish Orienteering Association Annual Plan and SportScotland targets

- Support clubs to create and deliver a development plan with the aims of: developing existing members (as athletes and volunteers), facilitating pathways for new members into the sport and offering high quality orienteering opportunities, in line with club objectives and with reference to the SOA strategic plan
- Identify and develop partnerships and pathways to offer grassroots opportunities to introduce the sport of orienteering and facilitate introductory activity through course provision
- Facilitate the dissemination of best practice amongst clubs;
- As part of the development team scope out opportunities for development projects and productive partnerships, such as with other sports, outdoor groups, school networks, trusts and agencies;
- As part of the development team being a point of contact for Community Sports Hubs, Active Schools and funding streams;
- Support the SOA Coaching and Development Officer to embed a culture of positive development practices and a coaching culture within the clubs.
- Undertake other activities as directed by the SOA.

Senior Development Officer: Person Specification

The SOA is looking for an enthusiastic person who meets the following criteria:

Essential criteria:

- Highly motivated and able to work both in collaboration and independently;
- Be a team player within a small staff team;
- Understand the role of professional staff within a membership-driven and substantially volunteer-run organisation;
- Have a friendly, responsive and professional attitude towards SOA members, and members of the public and agencies enquiring about orienteering in Scotland;
- Have a full current driving licence and appropriate insurance;
- Have good IT skills, working knowledge of video conferencing packages and some experience in contributing to online material;
- Have working knowledge of the sport of orienteering and be willing to attend events;
- Be able to work flexible hours.

Desirable criteria:

- Hold a relevant sports development qualification;
- Have relevant coaching qualifications in the sport of orienteering;
- Have good project management skills
- Experience of partnership working

This post would suit a motivated individual passionate about driving forward development within the sport of orienteering. We are open to the role being split and filled by more than one individual. Should you have questions about the role please do contact nikki@scottish-orienteering.org