

Chief Executive Officer

September 2026

LHH



sportscotland
the national agency for sport

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am prìomh bhuidheann
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WELCOME

Sue Beatt, Scottish Sports Association Chair

An opportunity to influence the future of the Scottish sporting landscape. Thank you for your interest in becoming the next Chief Executive of the Scottish Sports Association.

This is an exceptional time to join us. Scottish sport is entering an important period of change and, following a major independent review of how Scotland's governing bodies of sport can work together more effectively, the SSA has been given a clear mandate to transform.

Our ambition is significant: to create a strong, independent and unified organisation that brings together Scottish Governing Bodies of Sport (SGBs), strengthens their collective influence and ensures their voice is heard wherever decisions affecting sport are made.

For our next Chief Executive, that creates a rare leadership opportunity. You will not simply inherit an established organisation and strategy. You will have the opportunity to help shape what comes next -

developing a new strategy, building a new identity and brand, strengthening our governance and membership, developing our services and partnerships, and ensuring that we have the resources and organisational capacity to match our ambitions. Most importantly, you will have the opportunity to influence the future of the Scottish sporting landscape. Scotland's governing bodies sit at the heart of our sporting system.

Through their sports, clubs, coaches, volunteers and wider networks, they reach communities across the country and make an important contribution not only to sporting participation and performance, but to health and wellbeing, inclusion, education, stronger communities and Scotland's national life. Yet many are operating in an increasingly challenging environment, with growing expectations and significant pressures on their people and resources.

We believe there is considerable potential in bringing that collective strength together. The recent review has provided both the mandate and the momentum to do so.

There is strong support from SGBs and key partners for the SSA to become the recognised collective body for the sector, working closely with the SGB CEO/COO Forum, **sportscotland**, Scottish Government

and other national partners. The foundations are therefore in place - the challenge for our new Chief Executive will be to turn that ambition into reality.

We are looking for an outstanding leader who can bring people with them. Someone who can operate confidently at the highest levels of Scottish sport and public life, build trusted relationships across a diverse membership, influence policy and investment, and translate strategic ambition into tangible results for our members.

You do not necessarily need to have spent your career in sport. What matters is that you understand the power of a membership organisation and collective voice, that you are comfortable leading through change and complexity, and that you share our belief in the contribution sport can make to Scotland.

There is a great deal to do, but that is precisely what makes this opportunity so exciting. Few Chief Executive appointments offer the chance to lead the transformation of an organisation while also helping to shape the future of an entire sector. If that challenge excites you, I very much hope you will consider joining us.

Sue Beatt

Chair, Scottish Sports Association



ADVERTISEMENT

Chief Executive Officer, Scottish Sports Association

Location - Scotland-based remote first working with access to office space and with frequent travel across Scotland and occasional UK/international travel required.

Salary - Up to £90,000.

The Scottish Sports Association (SSA) is entering the most significant period of change in its history.

Following a major review of how Scotland's governing bodies of sport can work together more effectively, the SSA is being transformed into the independent, unified and recognised collective voice of Scottish Governing Bodies (SGBs) of Sport. We are now looking for an exceptional Chief Executive to lead that transformation and turn an ambitious vision into reality.

This is much more than a traditional Chief Executive appointment. You will have the opportunity to shape a new four-year strategy, develop the organisation's future identity and brand, strengthen its governance and membership, build its organisational capacity and create a sustainable platform from which SGBs can collaborate and exert greater collective influence.

At the heart of the role will be relationships and influence. You will work closely with SGB Chairs and Chief Executives, the Scottish Government, **sportscotland** and other national partners, ensuring that the collective voice of governing bodies is heard and that their contribution to Scotland is understood and championed.

We are looking for a credible and ambitious senior leader with experience of operating successfully in a complex stakeholder environment. You will be an outstanding communicator and relationship-builder, politically astute and able to build consensus while maintaining momentum.

You will combine strategic thinking with the ability to deliver change and bring the financial, governance and organisational judgement expected of a Chief Executive.

You do not necessarily need to have built your career in sport. What matters is your ability to



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establish credibility, unite people around a shared ambition and lead an organisation through significant transformation.

For the right person, this is a rare opportunity to build a highly influential national organisation, strengthen the collective voice of Scotland's governing bodies and help shape the sporting landscape for years to come.

To apply for the post, please send a tailored CV and covering letter to:

ScotlandExecutive@LHH.com

by midnight on Sunday October 11, 2026. Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

For a confidential, informal discussion about the role please contact LHH on **+44 (0)141 220 6460** or email the above address.

The Scottish Sports Association is committed to attracting a diverse field for this appointment and particularly welcomes applications from people and communities currently under-represented in senior leadership across sport. We welcome candidates from beyond the sporting sector as well as from within it and are committed to an inclusive, fair and accessible recruitment process.



ABOUT US

Chief Executive Officer, Scottish Sports Association

The most significant transformation in our history

The Scottish Sports Association (SSA) is the independent membership organisation for Scottish Governing Bodies of Sport (SGBs), representing and supporting the organisations that govern, develop and promote sport across Scotland.

Established in 1982, the SSA has a long history of advocating for SGBs and ensuring that their voice is represented within national debate and decision-making. Its work includes engagement with the Scottish Government and other national stakeholders, responding to consultations, representing the sector on national groups and forums, and providing a range of practical services and support to its members.

Today, however, the SSA is at the beginning of the most significant transformation in its history.

Scotland's governing bodies can work together more effectively, strengthen their collective voice and make better use of shared resources.

A major review commissioned by **sport**scotland, in partnership with the SSA and the SGB CEO/COO Forum, has considered how Scotland's governing bodies can work together more effectively, strengthen their collective voice and make better use of shared resources. It concluded that the current landscape is too fragmented and that there is a compelling case for a single, authoritative and independent organisation representing SGBs across Scotland.

The recommendation is clear: the SSA should be transformed to fulfil that role.

Our emerging purpose is: "We exist to be the independent and collective voice of Scottish governing bodies of sport, strengthening their influence, championing their contribution and helping create the conditions for sport to thrive in communities throughout Scotland."



ABOUT US

Chief Executive Officer, Scottish Sports Association

This represents considerably more than an organisational restructure. Over the coming months, the SSA will develop a new four-year strategy; review its name and brand; strengthen its governance; broaden its membership; bring the SGB CEO/COO Forum within its structure; explore new and enhanced services for SGBs; and develop the funding and executive capacity necessary to deliver its ambitions.

OUR AMBITION

We want to create an organisation that is recognised by SGBs, government, **sportscotland** and other national partners as the collective voice of Scotland's governing bodies of sport.

Our ambitions are to enable and support a vibrant and inclusive SGB sector; demonstrate and advocate for the collective impact of SGBs; influence the policies, strategies and investment decisions that affect them; create trusted networks through which

leaders can collaborate and learn from one another; and identify services and shared solutions that can increase capacity and efficiency across the sector.

The opportunity is substantial. Scotland has 57 recognised SGBs actively engaged with **sportscotland**, while around 800,000 people are members of almost 8,000 sports clubs affiliated to SGBs. Collectively, these organisations connect elite and performance sport with the extraordinary network of clubs, coaches, officials and volunteers that makes sport happen in communities across Scotland.

The transformed SSA has the opportunity to harness that collective strength - making the case for sport, ensuring the contribution of SGBs is understood and valued, and giving the sector greater influence over the decisions that will shape its future.

Our next Chief Executive will be at the heart of making that happen.

Download and read the recent independent review [here](#).



THE ROLE

A highly visible advocate for SGBs and sport.

This is a rare opportunity to lead an organisation at a defining point in its development – and to play an influential role in shaping the future of Scottish sport.

As Chief Executive, you will lead the transformation of the Scottish Sports Association (SSA) into the independent, unified and recognised collective voice of Scotland's governing bodies of sport. Working with the Board, SGBs and key partners, you will turn the direction established by the recent review into a compelling strategy and, crucially, translate that strategy into action.

You will inherit an organisation with a clear mandate for change and significant support across the sector. But much remains to be shaped.

A new four-year strategy will be developed, the organisation will adopt a new identity and brand, its governance and membership arrangements will evolve, and its funding, services and executive capacity will need to be aligned with its considerably greater ambition.

Central to your success will be your ability to bring people together. Scotland's SGBs vary significantly in scale, resources and priorities, but they share many of the same opportunities and challenges. You will build trusted



relationships across that diverse membership, ensuring the organisation understands what matters to SGBs and provides a powerful platform through which they can collaborate, share knowledge and speak collectively.

You will also be a highly visible advocate for SGBs and for the wider contribution of sport. You will develop influential relationships with the Scottish Government, **sportscotland**, national partners and other stakeholders, ensuring that the experience and perspective of SGBs informs policy, strategy and investment decisions affecting the sector.

Alongside this external leadership, you will lead and develop the SSA itself. You will work closely with the Chair and an evolving Board, build the organisational capacity required for the future, ensure strong

governance and financial sustainability, and create a culture that is ambitious, collaborative, inclusive and focused on delivering value for members.

This is therefore a role requiring both influence and delivery. The successful candidate will need to be equally comfortable engaging with Government Ministers and senior leaders, listening to the needs of individual SGBs, developing partnerships and funding opportunities, and ensuring that ambitious plans are converted into tangible results.

Above all, the new Chief Executive will have the opportunity to build something of lasting importance: **a stronger collective voice for Scotland's governing bodies and an organisation capable of influencing how Scottish sport develops over the years ahead.**

THE PERSON

A highly visible advocate for SGBs and sport.

We are looking for an exceptional leader who is excited by the opportunity to shape an organisation and influence the future of Scottish sport.

You will bring significant senior leadership experience, gained within sport, a membership or representative organisation, public service, the third sector or another complex stakeholder environment. Previous experience within Scottish sport would be valuable, but it is not essential.

Of greater importance will be your ability to understand the landscape quickly, establish credibility and build strong relationships with people who bring different perspectives, priorities and interests.

You will be a strategic thinker who is also comfortable making things happen. The SSA is embarking on substantial change and you will need experience of leading transformation, developing organisations and translating ambitious ideas into clear priorities and deliverable plans. You will be comfortable operating with a degree of ambiguity and recognise the opportunity that comes from helping to shape an organisation rather than inheriting one where everything is already determined.

Influence will be fundamental to the role. You will be an outstanding communicator and relationship-builder, able to engage confidently with SGB Chairs and Chief

Executives, Government Ministers and policymakers, sportscotland and other national partners. You will understand how to build consensus without losing momentum and how to represent a diverse membership with authority, judgement and diplomacy.

You will also bring the organisational and commercial judgement required of a Chief Executive. That will include an understanding of good governance, financial management and risk, together with the ability to identify partnerships, funding opportunities and new ways of increasing the value the organisation provides to its members.

Above all, we are looking for someone who can inspire confidence and bring people with them. You will be collaborative but decisive, ambitious but pragmatic, politically astute and resilient. You will demonstrate a strong commitment to integrity, inclusion and good governance, and an appreciation of the contribution that sport can make to individuals, communities and wider Scottish society.

This is unlikely to suit someone looking simply to steward an established organisation. It is an opportunity for a leader who wants to build, influence and leave a legacy.



CONDITIONS & REMUNERATION

Chief Executive Officer, Scottish Sports Association

Salary

Up to £90,000

Place of Work

Scotland-based remote first working with access to office space and with frequent travel across Scotland and occasional UK/international travel required.

Other Benefits

- 6% employer pension contribution
- 31 days' annual leave plus 11 statutory holidays
- 35 hours and flexible working arrangements

Timescales

Closing date for applications: Midnight on Sunday 11 October 2026.

Interviews

Week commencing 09 or 16 November 2026.



HOW TO APPLY

To apply for the post, please send a tailored CV and covering letter to **ScotlandExecutive@LHH.com** by midnight on Sunday 11 October 2026.

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact LHH on **+44 (0)141 220 6460** or email the above address.

The Scottish Sports Association is committed to building an inclusive organisation that reflects the diversity of Scotland's communities and sporting landscape. We welcome applications from people of all backgrounds and are committed to fair, transparent and accessible recruitment. Selection decisions will be based on merit, skills, experience and potential. If you require any reasonable adjustments during the recruitment process, we encourage you to let us know so that we can support you to participate fully.

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.



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Thank you for your interest and support of the Scottish Sports Association

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