



## **Basketball Positive Impact Officer**

All **basketballscotland** staff are expected to adhere to our Values and Behaviours

### **Job Description**

- The main aim of this role is to successfully deliver a CashBack School of Basketball, positively impacting the lives of young people and achieving outcomes.
- In addition, support the development of the basketball pathway; including youth competition, coach & official education and any other development opportunities.
- In addition, support and challenge clubs to develop a positive culture that improves player and coach development

**Contract Type:** Fixed Term, 3 years (until 31<sup>st</sup> March 2023)

**Team:** Participation Development Team

**Reports To:** National Development Manager

**Budget Responsibilities:** i) Development Team budget                      ii) personal expenses budget

### **Duties & Key Responsibilities**

#### **1. CashBack Schools of Basketball (CSoB)**

1.1 Plan, manage and deliver the **CSoB** to positively impact the lives of a group of 11-14-year olds.

1.1.1 Deliver a programme through basketball to young people who have been selected to participate based on risk factors including SIMD and care experience

1.1.2 Mentor and support young people to obtain accredited and non-accredited qualifications that improve their learning and employability

1.1.3 Build confidence and resilience, improve health and well-being and develop skills of those most at risk of progressing into anti-social behaviour and crime

1.2 Develop relationships with key stakeholders to enhance collaborative work to build support plans for the young people

1.3 Monitor and Evaluate the progress of the participants within the CSoB and report monthly to the National Development Manager on attendance, attainment & behaviour

1.4 Inform the Communications department of stories in line with hey strategic principles

1.5 Reach KPI's set by CashBack and senior management

#### **2. Tournaments & Events**



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2.1 Support the delivery of basketball competitions, events and festivals in partnership with relevant staff and clubs

2.1.1 Work collaboratively to build successful events that focus on creating an environment to ensure participants have a positive experience of basketball

2.1.2 Work with clubs and the **basketballscotland** Regional Team to make the regional development structures both cost effective and self-sustaining

2.2 Participate in planning, organisation and running of National Challenge

### **3. Regional Club Support**

3.1 Regular constructive conversations with each of the clubs in the region

3.1.1 Solve the issues presented by the clubs, or liaise with relevant member of **basketballscotland** to ensure suitable conclusion reached

3.1.2 Support clubs with any growth and expansion

3.1.3 Work with relevant **basketballscotland** staff to ensure clubs are aware of opportunities and support available to them

3.1.4 Maintain record of interactions with clubs

3.2 In partnership with **basketballscotland** Coaching Development Manager, deliver a programme of educational opportunities to support the growth of basketball within the region

### **4. Development of Young Leaders & Regional Crew**

4.1 Identify, recruit, develop and retain young people as coaches, officials, and volunteers within the region to support the delivery of regional programmes. These include **CSoB**, Regional Development League, and Basketball Events Crew

## **Other Duties**

Undertake all other activities as directed by **basketballscotland**

Work with the National Development Manager to ensure the Development and 'CashBack for Communities' budgets are met.

Develop and build strong community relationships with external stakeholders i.e. **sportscotland**, Active Schools, Universities, SAMH (Scottish Association for Mental Health), SSF (Scottish Sport Futures), and develop relationships with youth networks.

Adhere to the **basketballscotland** Values and Behaviours



## **Basketball Positive Impact Officer**

### Person Specification

1. The Person Specifications for this position are detailed in the table below.

### Application Details

2. As part of the recruitment process, we request all applicants to please complete the anonymous Equality Questionnaire, found [here](#).

Applicants should apply by submitting a **C.V. and Covering Letter** demonstrating their suitability for the role in line with the person specification to the address below.

### Closing Date

3. All applications should be received in office by **Tuesday 21<sup>st</sup> April 2020**. Late applications will not be considered. Applicants will be notified within one week of closing if they are required for interview. It is anticipated interviews will be conducted week beginning **27<sup>th</sup> April 2020**.

Due to the COVID-19 outbreak, there may need to be flexibility in the interviewing process stage.

### Contact

4. Applications should be marked 'Private and confidential' and emailed to: [hr@basketball-scotland.com](mailto:hr@basketball-scotland.com)



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Person Specification

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications and Experience</b>	<p>A degree level qualification</p> <p><b>or</b></p> <p>A minimum of three years' professional experience working in sport development, Community Learning, Development or Education, or related environment</p>	<p>A history/qualification in working with young people</p> <p>A coaching qualification, preferably in basketball</p>
<b>Disposition and Personal Qualities</b>	<p>Friendly, cheerful, positive and self-driven with a solutions-focused mindset and an ability to work independently or as part of a team</p> <p>Strong personal values that influence behaviours</p> <p>Passionate about person and sport development</p> <p>Ability to use initiative, plan workload and work with limited supervision</p>	<p>High level of self-awareness and committed to your own development</p>
<b>Work &amp; Other Experience</b>	<p>At least two years in a youth and/or school environment</p> <p>Experience of working with young people to positively impact their lives</p> <p>Experience of identifying issues and creating a plan and delivering bespoke programmes to positively impact lives</p> <p>Experience in managing projects and delivering to a plan to meet outcomes and targets</p> <p>Demonstrated ability to engage partners and build strong, long term relationships</p>	<p>Experience in sport development, that includes but is not limited to: increasing participation; improving capability and effectiveness of clubs; and, delivering education programmes</p> <p>Experience of working with 'at risk' young people</p>
<b>Knowledge, Skills and Abilities</b>	<p>Excellent rapport and communication skills, with the ability to establish trusting relationships</p> <p>Ability to work with young people to identify challenges and needs, and build a plan to meet these needs</p> <p>Knowledge of safeguarding, child protection and equality frameworks and processes</p> <p>Exceptionally well planned and organised.</p> <p>Ability to prioritise effectively and enjoy multi-tasking in a busy environment</p> <p>Ability to maintain positive relationships with a variety of stakeholders, including volunteers</p>	<p>An understanding of Long-term outcomes from CashBack for Communities Principles</p> <p>A sound understanding of sport clubs and the challenges they face</p> <p>Competent computing skills, including Microsoft Office</p>