



commonwealth
games
SCOTLAND

ATHLETE REPRESENTATIVE

RECRUITMENT PACK | 2024-2027



DEAR APPLICANT,

Many thanks for your interest in becoming an Athlete Representative on the Athlete Advisory Panel of Commonwealth Games Scotland (CGS).

Our mission is to use our unique position in Scottish sport to lead and maximise the benefits for Scotland, our member sports and, importantly, our inspirational athletes.

You will have felt the pride of representing your country at a Commonwealth Games and know how important that special Team Scotland experience is for all athletes.

We really value having positive athlete input and experience at the centre of what we do, which is why the role of Athlete Representative is so important. You will learn new skills and play a central role in the governance and decision-making of the organisation, shaping our strategy and representing athlete interests in CGS policies and programmes.

We are entering a period of significant challenge and opportunity, while building on success at recent Games.

As our focus shifts from the delivery of successful teams at the Birmingham 2022 Commonwealth Games and Trinbago 2023 Commonwealth Youth Games, we face uncertainty over host nations over the coming cycles as we approach the Games centenary in 2030. Scotland has been a leader and innovator over the years, hosting the Games three times (1970, 1986 and 2014) and developing the Youth Games concept in 2000.

We see a healthy and successful future for the Games and know that Scotland and its athletes will have a key part to play in delivering this vision.

This pack will provide you with some additional information on the role and its responsibilities, but if you have any further questions please feel free to contact our Athlete Director, Jodey Hughes, athletedirector@teamsotland.scot

Thanks again for your interest in joining the Athlete Advisory Panel and good luck with your application.

A handwritten signature in black ink that reads "Ian Reid".

Ian Reid CBE
Chair, Commonwealth Games Scotland





ABOUT US

CGS is the lead body for Commonwealth sport in Scotland. We select, prepare and lead Team Scotland at the Commonwealth Games and Commonwealth Youth Games.

Our Vision: Team Scotland and the Commonwealth Games inspiring Scotland to be physically active and successful in the sporting arena.

Our Mission: Use our unique position in Scottish sport to lead and maximise the benefits for Scotland, our member sports and athletes by:

- Enabling Team Scotland athletes to perform to their potential at the Commonwealth Games and Commonwealth Youth Games.
- Making the nation proud.
- Operating in a fair and inclusive way.

We live by **our values** of:

- **Athlete Centred:** having athletes at the heart of what we do.
- **Excellence:** aspiring to deliver excellence in our actions.
- **Leadership:** through a participative 'One Team Scotland' approach.
- **Inspiration:** promoting the achievements of team members to inspire others.
- **Inclusion:** people respected, engaged and valued as part of the Team Scotland community regardless of their background, identity or circumstance.

Our current Board of Directors is led by Ian Reid CBE, who was appointed in May 2023.

The Board is a mixture of elected board members, nominated and voted by our member sports, and those appointed by the Board to ensure a balance of skillsets and experience.

They are also supported by advisors where required.

The Executive team is led by CEO Jon Doig OBE and is responsible for the day-to-day running of the organisation.

CGS have seven full-time staff members, with additional full-time, part-time and voluntary roles recruited as part of Games preparation.

We are based at Airthrey Castle on the University of Stirling campus.



ABOUT THE ROLE

The Athlete Representative role is key to ensuring CGS remains an athlete-centred organisation by representing athlete interests and providing advice on CGS policies and programmes, and the Team Scotland experience for athletes at the Commonwealth Games.

The Commonwealth Games Scotland Athlete Advisory Panel (AAP) consists of 6-8 athletes representing the interests and voice of their fellow athletes.

The panel serves as a platform for athletes to provide feedback, make suggestions and advocate for improvements on decisions and policies that will affect them.

The panel members will be representative of a diverse range of sports and are appointed to represent their peers.

Commonwealth Games Scotland values athlete input and puts their experience at the centre of what they do.

As the Commonwealth Games approaches its centenary in 2030, CGS sees Team Scotland and its athletes as playing a key part in delivering the Commonwealth United vision.

This role offers athletes professional development, for example in leadership skills, and an opportunity to be a part of something bigger than your sport.

The role is voluntary, with reasonable expenses incurred in the delivery of the role paid monthly in accordance with CGS Expenses Policy.



WHO WE ARE LOOKING FOR

We're looking for an athlete passionate about Scottish sport who wishes to engage in being an active member of the Athlete Advisory Panel as an Athlete Representative for Commonwealth Games Scotland.

You'll need to have empathy for, and understanding of, the needs of high-performance athletes from across our member sports and believe that you can make a difference.

We're looking for a diverse representation of current, retired and youth athletes across individual, team and para sports from all different backgrounds and all across Scotland.

We need your voice: Your thoughts, experience and voice matters.

To apply for the position, for current or youth athletes you must have competed for Team Scotland at either Gold Coast 2018, Birmingham 2022 or Trinbago 2023 and, if you are a retired athlete, experience of competing at a past Commonwealth Games or Olympics is required. You must be actively involved in Scottish sport.

ATHLETE DIRECTOR

We spoke to current Athlete Director, Jodey Hughes, about her plans for the Panel...

What made you apply for the role of Athlete Director?

I'd enjoyed my time with Team Scotland as an athlete and, after retirement, was looking to use the knowledge and skills I'd developed through sport in a different setting. I was passionate about making the voice of the athlete heard so the position was a perfect opportunity for me.

What are the benefits of being on the Athlete Advisory Panel?

You will be part of something bigger than your sport.

You will have an opportunity to input into CGS board decisions particularly those that will affect athletes while influencing the flow of communication to and from athletes, ensuring concerns are heard and acted upon.

You will gain professional development helping support and prepare you for life beyond competitive sport.

What advice would you give for athletes considering applying for the position?

Go for it. You get a real appreciation for everything that goes on behind the scenes to prepare a team for the Games and can get involved in the areas that really impact whether an athlete has a positive or negative experience with Team Scotland and the Commonwealth Games. It's a big commitment so make sure you have the time to dedicate towards it, but it's very rewarding to be a part of if you can.





APPLICATION PROCESS

To apply for this role, please email athletedirector@teamsotland.scot confirming:

- You understand and agree to the time commitment.
- You meet the criteria for the role.
- You agree to the Terms of Reference.
- You are able to attend the first virtual meeting on 20th February from 19:00-20:00.
- Reasons why you would like to be on the panel.

Closing date for applications is midday on **Wednesday 7th February 2024**.

Any enquiries regarding the role should be sent to Jodey Hughes, CGS Athlete Director: athletedirector@teamsotland.scot, 01786 466 480.

Good luck!

EQUALITY STATEMENT

CGS endorses the principle of sports equality and will endeavour through our policies, procedures, actions and decision-making to ensure that no person who is part of CGS or who comes into contact with CGS, receives less favourable treatment on the grounds of race, gender, disability, sexual orientation, religion, age or social background.

CGS encourages applications from suitably qualified and eligible candidates irrespective of their gender, ethnicity, religion, belief or sexual orientation.



THE DETAIL

Role Title:	Athlete Representative, Athlete Advisory Panel
Responsible to:	Athlete Director, Commonwealth Games Scotland
Term:	2-year cycle commitment, with an annual review.
Start Date:	February 2024
Anticipated Time Requirements:	<ul style="list-style-type: none">- One 2-hour meeting per quarter, either virtual or in-person.- Additional requirement to feed into ad hoc decisions throughout Games planning.- Opportunities to represent and engage with your sporting portfolios.
Remuneration	This is a voluntary post but travel and other related expenses at CGS agreed rates will be reimbursed in accordance with CGS Financial Procedures and Policies.



Key Responsibilities:	<ul style="list-style-type: none">- Provide feedback, make suggestions and advocate for improvements on decisions and policies that will affect athletes.- Build leadership capability across Team Scotland athletes.- Help with succession planning for the Athlete Director role, Athlete Advisory Panel future and Continuous Professional Development for athletes beyond competitive sport.- Regular flow of communication to and from athletes, ensuring concerns are acted upon and that the needs and interests of the athletes are represented.- Encourage diversity in terms of location (across Scotland), age, gender, experience, backgrounds, LGBTQ representation.
Person Specification:	<ul style="list-style-type: none">- Competed in at least one of the previous two Commonwealth Games and are actively involved in their sport or sports, <i>or</i>- Retired, must have competed at a previous Commonwealth or Olympic Games and must be actively involved in Scottish sport, <i>or</i>- Competed at the last Commonwealth Youth Games and be actively involved in their sport or sports. <ul style="list-style-type: none">- A passionate sportsperson looking to develop their leadership skills.- An active member who understands and believes that they can make a difference.- Individuals that can meet the minimum time commitment and must attend all committee meetings.

