



Livingston James



Position Profile

Chief Executive Officer



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Welcome Note



Many thanks for your interest in becoming **basketballscotland**'s new Chief Executive.

The last decades have seen a consistent growth in the number of people active within basketball in Scotland. However, there is room for improvement to allow the sport to realise its full potential.

Whilst basketball is globally recognised as an exciting, inclusive, and engaging sport we believe it can have a wider impact. This can be achieved by ensuring a positive experience for all through enjoyment, focus on continuous improvement, developing skills for life, and ensuring a positive impact on wellbeing.

It is an exciting time to be joining our organisation with the 2026 Commonwealth Games being held in Glasgow, increased funding for British Basketball and the growth of 3x3 basketball. As our new Chief Executive you will work with a committed and ambitious Board of Directors, and a committed and creative staff team, to ensure the organisation plays an active role in developing a thriving basketball community that provides positive experiences for all participants.

If you share our passion to lead and support the basketball community to deliver positive experiences for all, in every area of the game, and share our collective commitment to our mission and organisational values, we would welcome your application.

Stephen Ferguson
Chair - Board of Directors



As the governing body for basketball, we are passionate about increasing the positive experiences for everyone who participates in the game. Basketball has the ability to impact the lives of those involved enhancing wellbeing and providing valuable skills for life. We also have a responsibility to our members to govern and administer the sport whilst increasing the opportunity for communities to participate and fall in love with our sport.

Basketball can reach a wide demographic of the population and make a significant impact on individuals and communities and we want to be at the forefront of that. We have embraced new and innovative ways to deliver the game, through targeted community initiatives (for example, taking over the running of Easterhouse Sports Centre with the local community), maximising alternative funding (for example, Cashback), to reach those facing more barriers than most to participation in our sport. You can find out more about our impact by reading our most recent [Annual Report](#).

Our vision is for a positive and thriving basketball community focused on people and continuous improvement, but we will not be able to achieve this alone. Our focus is therefore on engaging and supporting the basketball community in Scotland by nurturing a positive and collaborative culture, as well as supporting and developing the people who deliver the game and who contribute to the positive experiences

The following beliefs underpin the strategic direction of **basketballscotland** and the basketball community in Scotland:

- We believe in the importance of positive culture and behaviours throughout all aspects of the sport
- It is the responsibility of everyone connected to **basketballscotland** to help drive forward a sport that always works to be a positive influence in the lives of all those involved in the game
- It is our role to support, enable, and empower the basketball community to improve in all areas, both on and off the court
- We should be approachable, visible, and engaged in the community
- We are one sport – running, wheelchair, male, female or mixed participation – and every person has knowledge and experience to share that can aid the overall development of the sport
- We value individuals and clubs who share our beliefs, and who hold themselves accountable for their own progress and actions
- We believe in respecting each individual's ambitions, and in supporting those ambitions by helping people to be in the right environment with the right support to succeed
- Excitement and enjoyment should be embraced as a natural part of our sport, and everyone has a role to play in creating a positive atmosphere and sense of spectacle.

As a governing body, we firmly believe in creating a positive culture within the organisation and across the sport, based on collaboration and our core **organisational values**:

- Taking responsibility – We are accountable for our actions
- Work as a team – We do the right thing even when it is difficult
- Be brave – We work together positively for the sport
- Always improve – We challenge ourselves and each other to continually improve

For more information please visit: www.basketball.scot



Job Title:	Chief Executive
Reports to:	Chair of the Board of Directors
Location:	Edinburgh

The role of the Chief Executive Officer is to provide strategic leadership to **basketballscotland** and the wider stakeholder groups across the Sport in Scotland. Working closely with the Board of Directors and the staff team, the CEO will drive the organisation forward, through a purpose-led approach and commitment to the highest standards of excellence.

You will lead the execution of **basketballscotland**'s strategic outcomes, focused on delivering positive experiences through basketball which will be delivered against the backdrop of living and championing the organisation's values.

To have a **positive impact** in the role you will:

- Oversee the successful delivery and execution of key strategic priorities focused on supporting a positive and thriving basketball community that spreads and grows the love of the game, delivering a positive experience for all participants and continuous improvement
- Empower and support direct reports by fostering a high-performance culture, providing strategic direction, and ensuring they have the resources, development opportunities, and autonomy needed to succeed in their roles
- As **basketballscotland**'s key external ambassador, effectively develop and maintain effective relationships with a diverse range of external stakeholders and funders
- Ensure **basketballscotland** continues to support and develop players, coaches, officials, staff, volunteers, and schoolteachers to nurture a positive, collaborative culture that is focused on improving the game
- Maximise both commercial and participation possibilities to diversify **basketballscotland**'s income, growing its commercial income and reducing reliance on statutory/core funding, with a particular focus on the emerging opportunities of 3x3 basketball
- Advocate for the continuous development of basketball at grassroots and elite levels, whilst promoting the culture of inclusivity and equality within the sport and demonstrating the positive impact on both individuals and communities through the delivery of targeted programmes.
- Ensure **basketballscotland** continues to encourage and support performance basketball, enhancing the development of Scottish talent, aligned to British Basketball performance programmes, and providing pathways towards representation and into professional basketball.
- Develop effective relationships with the Chair and wider Board of Trustees, underpinned by an approach that embraces transparency and encourages both constructive challenge and collaboration



Strategic and Operational Delivery

- Develop, implement and executive a strategic plan aligned to **basketballscotland**'s core vision and mission
- Translate strategic priorities into operational plans that include performance targets and allow the monitoring and reporting of progress
- Identify key growth areas for basketball participation, including 3x3, across Scotland, and strengthen our member clubs and regional associations through effective engagement, support, and empowerment
- Develop and enhance performance pathways, including regional academies and appropriate competition systems that provide an enjoyable and competitive experience which improves future talent, enhances development and retention

Culture, Operational Management and People Development

- Manage the day-to-day operations of **basketballscotland**, including staff, budget, and resource allocation.
- Provide both leadership and support to your direct reports (Head of Basketball and Head of Operations) to ensure delivery of the organisation's objectives
- Embed an employee-centric approach to people development, and play a leading role within this to develop the staff team
- Live the behaviours related to our values of taking responsibility, work as a team, be brave and always improve

Governance & Organisational Health

- While working closely with the Chair, ensure the Board are informed, engaged and well-placed to make informed decisions and fulfil their duties as directors.
- Ensure robust and appropriate governance processes are in place and meet the current and future needs of the organisation
- Working with the Head of Operations, ensure policies and procedures are appropriate and implemented
- Act as company secretary, ensuring relevant compliance
- Manage staff and membership processes including recruitment, induction, and Grievance and Disciplinary Process where required

Strategic Relationships & Partnership Development

- Manage and develop strategic relationships that contribute and directly support the strategic aims of **basketballscotland**.
- Manage and develop strategic relationships, including **sportscotland**, British Basketball Federation (including Home Country Associations), and Scottish Government, that contribute and directly support the aims of **basketballscotland**

Finance and income generation

- Develop and manage the organisation-wide budget (c£1.2million), in consultation with senior staff
- Work closely with the finance committee to further develop the organisation's approach to budget monitoring and reporting to ensure all staff, Senior Management and Board are able to fulfil their financial responsibilities
- Further develop and deliver an Income Generation Strategy to diversify **basketballscotland**'s own income and increase income levels in the sport



An inclusive and strategic leader with a proven track record of success in a senior management role gained within the public, private, or voluntary sectors.

Your passion for basketball and commitment to our mission and organisational values, combined with experience in strategic and operational planning, along with strong relationship management skills, will be essential in inspiring and driving the future success of the game across Scotland.

As our Chief Executive, you will be a positive, proactive, and enthusiastic leader who thrives on challenges while consistently demonstrating and championing the organisation's core values.

Skills and Experience

- A proven track record of strategic leadership coupled with experience in managing, motivating, and developing staff
- Direct involvement in translating broad strategies into specific objectives and action plans and aligning processes and systems to achieve strategic priorities
- Experience in developing and managing budgets, encompassing a variety of income streams
- Strong stakeholder management experience coupled with a proven track record in building and maintaining a wide range of collaborative relationships and partnerships
- Direct experience in leading and managing change
- Effective ambassadorial and presentation skills, with the ability to express views convincingly and coherently across a variety of media
- Demonstrable focus on continuous development, and identifying opportunities to improve operational or organisational efficiencies
- A high level of interpersonal and communication (verbal and written) skills coupled with the ability to effectively communicate with a variety of stakeholders including members, volunteers, government, and the corporate sector
- A strong understanding of positive governance; ideally direct experience of working with a voluntary board
- The ability to organise and undertake a diverse workload and manage constant and often conflicting work demands through effective delegation, whilst still achieving competing deadlines and targets



Remuneration & Benefits:

Salary:	£65-000 – £70,000
Pension:	Stakeholder Pension (5% employer contribution)
Holidays:	29 Days Annual Leave + 6 Public holidays

The Recruitment Process:

The recruitment process is being handled by our retained advisors, Livingston James. All enquiries should be directed to douglasadam@livingstonjames.com.

Douglas Adam at Livingston James will conduct the first stage interviews prior to discussing candidates with **basketballscotland** at the shortlist meeting.

How to Apply:

Candidates should send an up to date CV and covering letter demonstrating their suitability for the role in line with the person specification to douglasadam@livingstonjames.com.

As part of the application process, please complete **basketballscotland**'s anonymous [Equality Form](#).

Recruitment Timetable:

Closing date for applications	Wednesday 26 th March
Shortlist Meeting (basketballscotland & Livingston James)	Friday 11 th April
Panel Interviews:	23 rd – 25 th April

basketballscotland is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.