



Chief Executive, Badminton Scotland

Candidate Recruitment Pack, June 2025

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Welcome from the Chair – Kevin Scott

Thank you for your interest in the role of Chief Executive Officer at Badminton Scotland.

As Chair, it is both a privilege and a responsibility to lead our Board and organisation at a time of both challenge and opportunity. With the support of our Interim CEO and the commitment of our staff, volunteers, partners and board members, we've made significant progress over the past few months in laying the foundations for a sustainable and successful future.

Now, we are ready to appoint a new permanent Chief Executive who will lead Badminton Scotland into its next phase of transformation.

Badminton is a sport with deep roots in communities across Scotland. It is played by school pupils, club members and Olympic athletes alike, in leisure centres, clubs and professional tournaments. At its best, it brings people together, builds confidence and skills, and inspires excellence. Our new CEO will be passionate about protecting and growing this unique community asset.

We're looking for an ambitious, commercially-minded leader who brings clarity of vision, strong values and the ability to execute an agreed plan to ensure financial stability and growth for our sport. The successful candidate will continue to re-energise and grow our engagement with the badminton community across Scotland, developing strong partnerships and ensuring our structures and support are fit for purpose.

This is an exciting opportunity to lead a national governing body at a pivotal moment. If you share our commitment to the sport, and you have the leadership and commercial expertise to deliver impact at all levels of the game, we look forward to hearing from you.

Kevin Scott

Chair

Badminton Scotland





Advertisement

Chief Executive Officer

Location:
Glasgow / Hybrid

Salary:
Circa £65,000 - £70,000

Lead the transformation of a sport with deep community roots and global ambition.

Badminton Scotland is the national governing body for badminton – a sport played by thousands across schools, communities and clubs, and represented by world-class athletes on the global stage. As we continue our journey of organisational renewal, we are seeking a dynamic and commercially astute Chief Executive Officer to shape the future of the sport in Scotland.

This is a pivotal role. Reporting to the Chair and Board, the CEO will lead the development and execution of a defined strategy, alongside strong financial controls, aimed at ensuring the delivery of high-impact programmes at grassroots and elite level, which centre around building trust and engagement across the Scottish badminton community. You will be responsible for managing our team, resources and partnerships, and for ensuring we meet the highest standards of governance and performance.

We are looking for an exceptional leader with:

- A strong track record of senior leadership and organisational transformation.
- Commercial acumen and experience in delivering sustainable financial strategies.
- The ability to engage and energise diverse stakeholders – from local clubs to national funders.
- A deep understanding of the Scottish sporting landscape – or the ability to learn quickly and build credibility.

This is your chance to shape the legacy of a much-loved sport and build an organisation that is modern, inclusive, resilient and ambitious.

To apply, please send a tailored CV and a covering letter (max. 2 pages), outlining your relevant experience and motivation for applying, to ScotlandExecutive@LHH.com by **midnight on Sunday 06 July**.

For a confidential discussion about the role, please contact Fizza Islam on **+44 (0)141 220 6460** or email ScotlandExecutive@LHH.com



About Us

Badminton Scotland: Scotland's fastest racket sport - for life, for all.

Badminton Scotland is the national governing body for badminton - a sport played by more than 150,000 people across the country in schools, clubs, community venues and on the international stage.

We are responsible for promoting participation and performance in the sport, delivering coaching and development programmes, running national competitions, and supporting Scotland's top athletes to compete at Commonwealth and Olympic levels. We are proud of our rich history and our ambition for the future. We are a member of Badminton Europe and the Badminton World Federation, and we work closely with sportscotland, local authorities, leisure trusts, schools and clubs to support a thriving badminton community across all levels.

After a period of challenge, we are now focused on financial recovery, re-engagement with our community, and delivering an ambitious new strategy for the sport. Our organisation is driven by a passionate team and a strong volunteer network. With the right leadership, we believe Badminton Scotland can build a resilient and exciting future for all those who play, coach, support or aspire to greatness in our sport.



The Role

Chief Executive Officer

Ensure effective budget planning, financial oversight and resource management.

Purpose of Role

The Chief Executive Officer (CEO) is responsible for the strategic and operational leadership of Badminton Scotland. Reporting to the Chair and Board, the CEO will lead the organisation to deliver its vision, build financial sustainability, strengthen governance, and enhance the reputation and reach of badminton across Scotland.

Key Responsibilities

1. Strategic Leadership

Lead the development and delivery of Badminton Scotland's strategy, in partnership with the Board and key stakeholders.

Champion a clear vision and strategic plan that strengthens the sport from grassroots to elite performance.

Oversee and implement a robust financial recovery and sustainability plan.

2. Commercial and Financial Management

Drive commercial growth through innovative membership, partnership, sponsorship and other funding strategies.

Ensure effective budget planning, financial oversight and resource management.

Build a financially resilient organisation capable of long-term impact.

3. Stakeholder Engagement and Advocacy

Build trust and strong relationships with key partners, including sportscotland, clubs, local authorities, commercial sponsors and international bodies.

Be a visible and credible advocate for badminton, representing the sport nationally and internationally.

4. Organisational and Staff Leadership

Lead, support and develop a high-performing team and organisational culture.

Ensure effective structures, performance management and clear communication across the organisation.

Embed values of integrity, accountability, inclusion and collaboration.

5. Governance and Compliance

Work with the Board and committees to ensure the highest standards of governance and compliance.

Fulfil the duties of a Director of the Company, as set out in the Articles of Association and relevant law.

Ensure the organisation meets all legal, financial and regulatory obligations.



The Role

Chief Executive Officer

Demonstrated ability to lead organisational change and performance improvement.

Person Specification

Essential

Significant experience in a senior leadership role, ideally in sport, the voluntary sector, or a comparable organisation.

A proven track record in delivering financial recovery and/or commercial growth.

Excellent interpersonal, influencing and stakeholder engagement skills.

Demonstrated ability to lead organisational change and performance improvement.

Strong understanding of governance, risk and compliance.

Resilient, emotionally intelligent and values-led.

Desirable

Knowledge of the Scottish sporting ecosystem and funding landscape.

Experience working with or reporting to a Board.

An understanding of performance and/or participation pathways in sport.

Experience in membership or community-based organisations.





Conditions & Remuneration

Flexible hours and hybrid working.

**Salary:**

Circa £65,000 - £70,000

Location:

Glasgow/Hybrid

Benefits:

32.5 holidays a year including bank holidays

Employers pension contribution of 7%

Flexible hours and hybrid working

Timescales

Closing date for applications

Midnight on Sunday 06 July



How to Apply

To apply for the post, please send a tailored CV and covering letter to ScotlandExecutive@LHH.com



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.

Badminton Scotland is committed to equality of opportunity and to no discrimination on the grounds of race, religion or belief, age, sex, marital or civil partnership status, disability, sexual orientation, transgender status, pregnancy or maternity.

We are constantly reviewing our approach to ensuring equality and diversity in our applications and would be pleased if you could complete an [Equalities Monitoring Form](#).

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.





LHH Recruitment, formerly Badenoch + Clark, is Scotland's leading Executive Search team. We connect Scotland's top businesses with exceptional candidates – and we do it really well.

We count innovators, creatives and leaders among the professionals we work with, and our clients and candidates span a diverse range of sectors and functions. From procurement and supply chain, medical, engineering, project management, accountancy, legal, transport and business transformation, to banking, the arts, government, technology, marketing and communications, not-for-profit and HR, our expertise is wide-reaching and our reach unparalleled.

We pride ourselves on our ability to give clients and candidates a competitive edge while making the recruitment process smooth, straightforward and – dare we say it – enjoyable. Whether you're taking the next step on the career ladder or building a bespoke and targeted recruitment strategy, our Scottish team will work hard to deliver a first-class service that meets your exact requirements.

LHH Recruitment is the Professional Services and Executive Search arm of Adecco, a Fortune 500 business headquartered in Zurich and the world's largest human resource consulting and recruitment company. This means we have national and international networks at our fingertips to help clients and candidates make the right connections.

Your time is precious. Let us do the legwork for you.

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