



Badminton Scotland

National Junior Coach

Location: Glasgow (Hybrid)

With rotating delivery into 3 partner RPP hubs (Glasgow, Edinburgh, Aberdeen)

Salary: £30,000

Contract: Full-time, Permanent (35 hours per week)

Join Badminton Scotland and Help Shape the Future of Sport in Scotland

As the national governing body for badminton in Scotland, **Badminton Scotland** leads the governance, development, and promotion of the sport across every level — from grassroots participation and club competition to talent development aligned with the Scottish and GB performance systems.

Badminton Scotland is implementing a pathway refresh focused on increasing quality training hours, standardising curriculum, strengthening workforce, and aligning selection/competition with long-term development.

Working closely with the Performance Pathway Lead—who holds responsibility for operational leadership and key partnerships — the National Junior Coach will lead the on-court technical and tactical development of Scotland’s National Pathway Programme (NPP) athletes, while strengthening coaching quality and curriculum consistency across the wider junior pathway programmes. The post-holder will create repeatable, high-quality training environments that develop world-class behaviours and performance capability in line with Badminton Scotland’s performance development environments (PDE) model. The post holder will also contribute to athlete selection, competition support, coach mentoring, and PDE quality-assurance processes.

Why Join Badminton Scotland?

Purpose-Driven Work

Be part of an organisation that makes a genuine impact across Scotland’s sporting landscape — supporting clubs, volunteers, coaches and athletes to thrive.

Collaborative Culture

Work closely with our National Head Coach, Performance Pathway Lead and Senior and Junior Coaching team in a values-led, inclusive environment that champions integrity, equality and professionalism.

Strategic Influence

This is a key role in our Pathway reshape to ensure the competitiveness of Badminton Scotland’s future athlete cohort at the highest level

Competitive Package

- £30,000 salary
- 35-hour working week
- Work pension scheme
- Opportunity to shape systems and lead continuous improvement of ambitious athletes

The Role: National Junior Coach

Reporting directly to the National Head Coach you will lead on and contribute to the following key areas:

Key Responsibilities

- Plan and deliver NPP weekly programme across Glasgow base and Performance Club rotations, ensuring consistent standards across venues.
- Design and deliver national camps/blocks and agreed weekend/holiday camps (where applicable).
- Create and maintain clear event specific learning objectives by each age and development stage of our athletes.
- Embed **‘world-class behaviours’** into daily practice: preparation, effort, reflection, professionalism, recovery and resilience.
- Contribute to the design and continual improvement of the BS badminton curriculum (progressions, term plans, session templates).
- Apply and contribute to selection policy for squads/teams, supporting transparent selection windows, documented decisions and appeals process.
- Run structured athlete reviews, maintain action tracking and link review outcomes to training plans.
- Support individual competition planning aligned to development stage (right events, right load, recovery windows).
- Provide competition coaching at agreed events including selected international tournaments (U17/U19 Europeans, U15 Quadrangular, selected Euro juniors).

Other Duties and Responsibilities:

- Contribute to the coach pathway framework and development of the coach pipeline (8–12 coaches), including observation and mentoring inputs.
- Mentor coaches within partner hubs; support coach pairing and ‘what good looks like’ standards.
- Contribute to pathway dashboards/KPIs (attendance, training load indicators, quality metrics, progression/retention transitions).
- In partnership with the Performance Pathway Lead, support parent/club communications with clear expectations, standards and development messaging.
- Uphold and model safeguarding best practice in all environments; promote a positive reporting culture.
- Apply basic load-management principles and ensure appropriate referrals/support when needed.
- At times cover in Senior Squad sessions to support ongoing exposure and learning development.
- Ensure alignment of development goals between Senior expectations and Pathway curriculum

Who We’re Looking For

We’re seeking a confident, analytical and solutions-focused professional badminton coach who brings:

Essential:

- Proven experience coaching high-performing junior badminton athletes (U13–U19) with evidence of progression over time.
- Strong technical and tactical coaching competence across singles and doubles (including competition coaching).
- Modern skill acquisition approach (representative learning, constraints-led design, pressure practice).
- Experience in developing and delivering camps and supporting athletes in competition environments.
- Strong stakeholder management with clubs, parents, athletes and coaches.
- Demonstrable safeguarding competence and commitment to duty of care.
- A recognised Badminton Qualification of UKCC Level 2 or equivalent

- Evidence of equivalent high-performance coaching competence.

Desirable:

- Experience working in a national pathway, academy or multi-site delivery system.
- Experience mentoring coaches and contributing to QA/observation systems.
- Experience integrating sport science support into daily training environments.
- Behaviours and values:
 - High challenge / high support: clear standards delivered with empathy and consistency.
 - Evidence-led and reflective: uses observation and data to improve coaching and programme design.
 - Integrity and transparency: fair, documented selection and communications.
 - Collaborative system-builder: strengthens clubs/coaches and builds sustainable capacity.

Ready to Make an Impact?

If you're looking to become part of a highly ambitious performance system and team and you're ready to help us grow the next generation of Badminton Scotland's future potentials — we'd love to hear from you.

Help us deliver the future of badminton in Scotland.

If you wish to apply for the position, please send in a recent CV and cover letter. In the letter you must tell us why you want the position and what you can bring to the position.

Closing date: 06 of April 2026 at 1200hrs

Please send your CV, Equality Form and cover letter to: Antony Waring

Email Address: membership@badmintonscotland.org.uk

We look forward to receiving your application.