



Badminton Scotland Job Description

Primary Location:	Badminton Scotland, Head Office, Cockburn Centre, 40 Bogmoor Place, Glasgow G51 4TQ With rotating delivery into 3 partner RPP hubs (Glasgow, Edinburgh, Aberdeen)
Job Title:	National Junior Coach
Salary:	£30k
Type of Position:	Full-time, permanent (35 hours per week)
Reports To:	National Head Coach
Closing Date:	1200hrs GMT- 6 th of April 2026

JOB SUMMARY

Badminton Scotland is the national governing body for Badminton in Scotland. We are responsible for the governance, development and promotion of the sport across all levels, from grassroots participation and club competition to talent development and performance pathways aligned with the Scottish and GB 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.

JOB RESPONSIBILITIES & ACCOUNTABILITIES

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 iterative improvement of the BS badminton curriculum (progressions, rubrics, 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.
- Regularly participate in Senior Squad sessions to support ongoing exposure and learning development.
- Ensure alignment of development goals between Senior expectations and Pathway curriculum

BUSINESS INTERACTIONS

- Badminton Scotland Head Coach, Senior Coaching Team and Performance Pathway Lead
- **sportscotland** and partner organisations
- RPP club leads and NPP coaching team
- Players, Parents, Coaches

EDUCATION & EXPERIENCE REQUIREMENT

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 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.

PERSONAL SKILLS & ABILITIES

- Strong analytical skills with excellent attention to detail.
- Excellent organisational and time management skills.
- Ability to communicate information clearly.
- High levels of integrity, professionalism and confidentiality.
- Ability to work independently and collaboratively.
- Proactive, adaptable and solutions-focused.
- Strong stakeholder management and relationship-building skills.
- Commitment to equality, diversity and inclusion and the values of Badminton Scotland.

TRAVEL REQUIRED

- Travel within Scotland to RPP partner hubs, competitions and events
- International travel to selected events including U17/U19 Europeans and other agreed tournaments

EQUALITY, DIVERSITY AND INCLUSION

Badminton Scotland is committed to being an inclusive and equitable organisation where everyone is treated with dignity and respect. We welcome applications from people of all backgrounds and identities and are committed to removing barriers to employment.

We will make reasonable adjustments throughout the recruitment process and in the workplace. All appointments are made on merit, in line with the Equality Act 2010.