



RECRUITMENT PACK

Finance Director



The Scottish Surfing Federation, the journey so far

Formed in 1975, the Scottish Surfing Federation (SSF) is the governing body for the sport of surfing in Scotland and its respective disciplines (bodysurf, bodyboard, shortboard, longboard, SUP, para surfing). The SSF is recognised by SportScotland and the European Surfing Federation (ESF) and the International Surfing Association (ISA).

Over the last decade the SSF has transformed the sport in Scotland supporting the regional surf clubs, surf schools, surf businesses and uniting the Scottish surfing community. It supports, organises and creates a number of high profile events across Scotland supporting grassroots participation through to delivering a high performance pathways.

In 2016 the sport of Surfing entered the Olympics. In preparation the Scottish Surfing Federation along with its fellow home nations founded British Surfing in 2019, supported by UKsport, to develop the elite level and raise the standard of British Surfing through the Olympic movement. British Surfing are now in receipt of 1.35MM GBP from UKsport and have a working executive with an aspiration to have British athletes Olympic podium ready by 2032.

In 2022 the SSF transitioned from a predominately volunteer led organisation towards having its first paid staff. Today it currently works a mixed staffing/ volunteer model. Further to this over the last decade Wavepool technology has progressed significantly. The Lost Shore Resort, a 56 million GBP development, is an inland wave facility which is currently being built within 3 miles of Edinburgh International Airport. It is the largest sporting project in Scotland since the development of the Commonwealth arena and Chris Hoy Stadium in 2012 and now due to open in 2024.

Scottish Surfing Federation, the onward Journey

With surfing now an Olympic sport which is rapidly growing and Scotland's first inland surfing destination in the pipeline, there has never been a more exciting time to be involved in Scottish surfing.

Regionally the SSF has an ever increasing number of events, supporting safe participation, raising performance and leading the way with a wide range of diversity, equality and inclusion programmes.

The Paris 2024 Olympics surfing event will be held in Tahiti and with the 2028 and 2032 Olympics planned for LA and Brisbane it is foreseen that surfing will grow in prominence at the games. Further to this an application has been submitted to the International Olympic Committee for the inclusion of Surfing at the Paralympics in 2028 which the ISA is anticipated to hear feedback on by the end of 2023.

The Lost Shore Surf Resort is due to open in 2024 and will be the best inland wave facility in Northern Europe upon opening it will undoubtedly be transformational for the sport in Scotland. As well as helping raise performance and safe participation, it is also recognised that the Lost Shore Resort will offer a fantastic environment for positive social change.

Who are we looking for?

The role is an exciting opportunity for an individual with a strong financial background to come onto the SSF Board of Directors as the SSF Financial Director, working together with the board on financial plans and budgets and supporting the SSF board and executive in financial reporting and organisation.

As an absolute priority the SSF are looking for a progressive leader with energy, enthusiasm and desire to get the best out of themselves and others, and to create a positive culture where people they come into contact with can thrive and excel.

The successful candidate will have the opportunity to shape the future of our sport and build a system that develops and maximises the potential for our surfers and overall improve the lives of Scots through the sport of surfing.

The Role Overview

The Scottish Surfing Federation are looking for someone who has the capability and ambition to:

1. Creatively establish an interconnected, sustainable financial system that builds on the expertise, experience and success within the sport.
2. Initiate transformational change where it is needed through collaboration, consultation and team working.
3. Lead and facilitate progressive and innovative thinking for the purpose of establishing new approaches to finance and project management and budgeting.
4. Build positive and trusting relationships with people from across the sport and also with key partners and organisations where they may benefit the Scottish Surfing Federations short and long term ambitions. These would include, for example, SportScotland, Lost Shore Surf Resort, British Surfing, fellow home nations, potential commercial sponsors as well as aligned partners across Scotland and internationally.
5. Build upon the progress to date, establish a progressive culture across the organisation to improve the lives of Scots and ensure that decisions put the Scottish surfers first.
6. Ensure that the organisation remains 'fit for purpose' to be able to continue to receive public and commercial revenues.

The Role Details

The SSF are actively seeking candidates with the following skills, qualifications and experiences:

Work and Other Related Experience

Essential	Desirable
5 years experience in a senior level in the finance sector	Experience operating at board level
Strong creative, strategic, analytical and organisational skills	Experience working with volunteers
	Awareness of surfing in Scotland
	Funding knowledge
	Sports consumer market knowledge
	Sport Body past working relation

Knowledge, Training & Qualifications

Essential	Desirable
Reading and understanding financial statements	Finance related degree or other professional financial qualification
Ability to build partnerships with other bodies and to act as an enabler and advocate	Competence with accountancy software
Capable of providing timely and balanced accountancy and finance advice	Awareness of the surfing landscape in Scotland
Ability to link business requirements to solutions and appropriate policies and procedures for the organisation	Charity governance expertise
Ability to communicate and operate at all levels	

Skills / Attributes

Essential	Desirable
Innovative problem solver and strategic and lateral thinker	
Pragmatic with clear and focused judgement	
A high level of business integrity	
Team player and highly motivated	
Flexibility to adapt to changes within the organisation	
Flexibility to commit the time necessary to develop the role and progress the organisation	

Role Particulars

Position Title: **Finance Director**

Position Type – **Voluntary**

Location – **Scotland**

Commitment – **The Board meet monthly, online.**

How to Apply

Please submit your CV and a covering letter by email to info@thessf.scot clearly identifying your suitability and relevant experience as outlined in the Role Description. You should also include your motivations for applying for the opportunity.

If you require any reasonable adjustments to the application and/or interview process contact info@thessf.scot at the same email address.

Closing date – **TBC**

Shortlisted candidates will be invited for an online interview.