



Recruitment of the Chief Operating Officer

We are delighted to announce the appointment of Michael Mather as our new Chief Operating Officer (COO). As our current Chair, Michael will step down as Chair before taking on the COO role.

What the COO role will do

The COO role will report to the new Chair and will have overall strategic and operational responsibility for all Scottish Archery programs.

This means that they will take a more hands on role with driving our sport forward, planning and implementing new initiatives to grow our membership numbers, increase participation and create the space and support for developing performance archery. Even though the role is part time, the COO will be able to liaise with our strategic partners, such as **sportscotland** and Scottish Disability Sport who work during office hours, rather than asking them to meet with volunteer Board members out of hours.

The COO will also manage the Scottish Archery staff, of which we currently have two and will be recruiting more.

The COO will raise issues, challenges and suggestions to the Scottish Archery Board, who will make the final decisions on strategic matters.

Selecting the COO

We undertook a robust and comprehensive process in order to select our new COO. We received 12 applications which were all reviewed by a small panel who selected 3 to be interviewed. The interview panel consisted of 2 Board members and an independent representative from **sportscotland**. The representative from **sportscotland** was able to give an impartial view of the candidates, as they have previously not been involved in archery. Those interviewed were all asked the same competency based questions and were scored based on their skills and experience.

Michael declared his interest in the COO position before the recruitment process began and had no part in the selection.

The Board is clear in its decision that Michael is the right person for the role and is delighted that someone with his experience and knowledge of both business and archery will be able to drive forward our future initiatives.

Michael will begin his role as COO on the 5th June 2017.

Recruitment of a new Chair

Michael will stand down as on June 1st prior to taking on the COO role. Therefore this leaves a vacancy on the Board. We will begin the recruitment for a new Chair in July. In the meantime the Board will operate without a Chair and Board members will take it in turns to chair Board meetings.



The role of Chair will be advertised along with its revised role profile, and we would like to encourage and invite members of Scottish Archery to apply for the role. The selection will be made using a skills based approach to ensure that the individual is a suitable fit within the skills matrix of the current Board. The successful candidate will be co-opted onto the Board and will serve until the AGM in November. Prior to the AGM in November, potential Chairs will be invited to stand for selection by a membership vote.

If the Board's co-opted Chair would like to continue in the role they will need to stand and be selected by the membership, following the same process as anyone else interested in the role.

If any of our members have any questions regarding the appointment of the COO and/or the Chair position, please email admin@scottisharchery.org.uk.