



Scottish Athletics Limited

Information for applicants for the position of

Strathearn Harriers Club Outreach and Inclusion Officer

Salary £11,648
(14 hours per week)
3-year Fixed Term

About Us

scottishathletics is the national governing body for athletics in Scotland. Our vision is for everyone in Scotland to have the opportunity to participate in athletics and running and to achieve their personal ambitions.

Our mission is to deliver an integrated, inclusive and adaptable model of athletics and running provision that inspires everyone in Scotland to enjoy the sport and experience personal success. Equality, diversity, and inclusion are at the heart of the work that **scottishathletics** leads, and the organisation works closely with all stakeholders in athletics across Scotland, to continue improving diversity and create an inclusive culture in the sport, and to be reflective of Scottish society.

Our strategy, [*Building a Culture of Success \(2023-2027\)*](#), captures the breadth of work that **scottishathletics** facilitates, from supporting performance athletes on the world stage to providing opportunities for people to participate in the sport within their local community. The member clubs play a crucial role in growing and developing the sport and, along with the volunteer workforce, they are integral to the sport's future success.

Everyone in Scotland can participate in athletics and **scottishathletics** strives to continuously evolve to deliver on our vision for the sport.

About Strathearn Harriers

Founded in 1984, Strathearn Harriers is a welcoming and ambitious Scottish Athletics-affiliated running club based in Perthshire, serving the communities of Crieff, Comrie and the wider Strathearn area. For over 40 years, the club has provided opportunities for people of all ages and abilities to enjoy athletics, develop their running and become part of a supportive sporting community.

The club offers a diverse programme of coached training and recreational running across road, trail, hill and cross-country disciplines, alongside a thriving junior section for young people. Whether members are taking their first steps into running, training for a personal goal or competing at local

and national level, Strathearn Harriers provides an inclusive environment where everyone is encouraged to achieve their potential.

In recent years, the club has experienced significant growth in participation, performance and ambition. This success has been driven by a dedicated team of volunteers, coaches and committee members who have created a strong club culture built on inclusivity, community and enjoyment of the sport. The club also organises a number of well-established events, including the Strathearn Marathon, Crieff 10K, Crieff Junior 5K Trail Race, Simon Wake Comrie Hills Relay and the Ben Chonzie Hill Race, which contribute to the local sporting landscape and showcase the outstanding natural environment of Strathearn.

As the club continues to grow, Strathearn Harriers is committed to becoming more accessible, inclusive and representative of the communities it serves. Working in partnership with local schools, community organisations and Scottish Athletics, the club aims to create clear pathways into athletics, reduce barriers to participation and provide opportunities for more people to enjoy the physical, social and wellbeing benefits of sport.

The appointment of a Club Outreach and Inclusion Officer represents an exciting investment in the club's future, creating dedicated capacity to strengthen community engagement, increase participation, support volunteers and ensure Strathearn Harriers continues to thrive as a sustainable, welcoming and inclusive club for generations to come.

About You

We are looking for someone who is enthusiastic about community sport and enjoys working with people to create positive opportunities for participation.

You will be an excellent communicator who is confident building relationships with a wide range of people and organisations. You will be organised, proactive and able to work independently while also contributing effectively as part of a team.

You will share the club's commitment to creating an inclusive environment where everyone feels welcome and supported to participate, regardless of age, background or ability.

About the Role

Strathearn Harriers is seeking an enthusiastic and community-focused Club Outreach and Inclusion Officer to help shape the next stage of the club's development. This new role has been created to increase the club's capacity to engage with local communities, strengthen partnerships, improve inclusion, and support sustainable growth across its large and dispersed catchment.



Working closely with the club committee, coaches, volunteers and local partners, you will lead the club's outreach activity, develop relationships with schools and community organisations, and create welcoming opportunities for people of all ages and abilities to become involved in athletics and running.

You will play a key role in improving the journey from first contact with the club through to long-term participation, while supporting the recruitment and development of volunteers, coaches and members. This is an exciting opportunity for someone who is passionate about community sport, inclusion and helping more people experience the benefits of athletics.

Staff

scottishathletics employs 33 members of staff and 21 Club Together Officers.

Place of Work

The successful candidate will have a Hybrid working arrangement between home and the local community of Crieff, Comrie and the wider Strathearn area.

Salary

The starting salary offered for the post will be £11,648. Annual pay awards will be made in accordance with the salary review procedures agreed by the **scottishathletics** Board of Directors.

Benefits

Enhanced statutory benefits
Hybrid working

Hours of work

The person appointed will be expected to work for 14 hours per-week. On a few occasions there may be a requirement to work in the evening and at weekends. The organisation encourages a flexible working approach from all staff, consistent with meeting the needs of the business.

Pension

scottishathletics operates a qualifying group pension scheme for auto-enrolment purposes and will match the successful candidates' contribution up to a maximum of 6% of salary, including the legal minimum contributions required.

Annual Leave and Public Holidays

The annual leave entitlement for this post is 25 days pro rata. In addition, the public holiday entitlement is 10.5 days pro rata.



Probationary Period

All new members of staff will serve a three-month probationary period before their appointment is confirmed.

Notice

This post carries a one-month period to terminate employment after the satisfactory completion of the probationary period.

Term

This post is offered on a three-year fixed term basis, as the post is supported by funding from sportscotland during that time. Assuming demonstrable benefits and impact, efforts will be made to convert this to a long-term sustainable position.

Application Process

Applicants should apply by submitting the application form, a covering letter (addressing how the applicant's skills and expertise fit with the job role and candidate specification), and the equal opportunities form, to opportunities@scottishathletics.org.uk.

The closing date for applications is noon on Friday 18th September 2026 with interviews taking place week commencing 28th September 2026, in person.

Incomplete applications and those received after the closing date will not be considered.

scottishathletics is committed to equality of opportunity and treats all applicants fairly and consistently in accordance with the requirements of the Equality Act 2010 and the Rehabilitation of Offenders Act 1974 (as amended).

Any offer of employment would be subject to proof of existing right to work in the UK, satisfactory criminal record/background check, and references.

If you require any reasonable adjustments, please email opportunities@scottishathletics.org.uk

