



Scottish National Team Self-Employed / Contractor

Volunteer Role: National Team Performance Lead

Responsible to: National Team Director

SportCheer Scotland is seeking a committed and experienced **National Team Performance Lead (Self-Employed / Contractor)** to oversee the development, refinement, and competitive readiness of national team routines for the ICU World Cheerleading Championships. This is ideal for an individual with a strong background in elite cheerleading performance, coaching, or choreography.

Role Overview

This is an exciting opportunity to play a key role in shaping Scotland's national cheerleading programme and supporting athletes competing on the world stage. The National Team Performance Lead will provide strategic and technical leadership across national team routines, ensuring they meet international standards and fully comply with ICU rules. The role spans both **Unified Teams** and **Bid Teams**, supporting an inclusive and high-performance programme representing Scotland on the world stage.

Key Responsibilities

- Lead the development and progression of national team routines in line with ICU scoring criteria and regulations
- Ensure all choreography, skills, and transitions adhere to current competition rules and safety standards
- Provide clear, constructive feedback to athletes and coaching staff to enhance performance quality
- Oversee routine consistency, execution, and overall competitive readiness
- Attend and contribute to national team training sessions
- Work collaboratively with coaches and National Team Director to align performance strategy
- Support final routine validation and preparation ahead of international competition

Reporting & Working Arrangement

- Contracted on a self-employed basis
- Reports to the National Team Director for programme direction
- Responsible for managing own tax, National Insurance, and statutory obligations
- Expected to invoice SportCheer Scotland in line with agreed terms

Time Commitment

- Attendance at national training sessions (locations and frequency as agreed)
- Remote review, feedback, and communication between sessions as required
- Travel to Orlando, USA, to support the team at the ICU World Cheerleading Championships

Fees & Expenses

- Coaching fees to be agreed upon appointment
- Reasonable expenses and travel arrangements will be outlined in the contractor agreement

Person Specification

Essential

- Experience in cheerleading at a high-performance level (coach, athlete, or choreographer)
- Strong understanding of ICU rules, scoring, and divisions
- Ability to analyse routines and provide actionable feedback
- Effective communication and collaboration skills
- Highly organised, reliable, and committed to athlete development and national representation

Desirable

- Previous experience working with national teams or elite programmes
- Experience across multiple cheerleading divisions (including Unified)
- Judging or scoring experience
- Proven track record of competitive success at national or international level

Application Process

To apply, please submit and application form [here](#).

Deadline

Sunday 28th June 11.59pm

Selection Process

Shortlisted candidates may be invited to:

- Interview (online or in person)
- Practical coaching assessment or scenario discussion

Equality & Inclusion

SportCheer Scotland is committed to equality, diversity, and inclusion. We actively encourage applications from individuals of all backgrounds and support inclusive participation through our Unified programme.

Further Information

For an informal discussion, please contact: Colette Cheape, National Team Director
national.team@sportcheerscotland.org.uk