

www.townloch.com

waterski & wakeboard
scotland



Watersports
Assistant

RECRUITMENT





JOB PACK: WATERSPORTS ASSISTANT

Dear Candidate,

Thank you for your interest in the role of **Watersports Assistant** at Town Loch National Training Site. The site is operated by Waterski and Wakeboard Scotland (WWS), Scotland's governing body for waterski and wakeboard.

We are looking to appoint enthusiastic and motivated individuals to support the day-to-day running of the site, helping to create positive, enjoyable experiences for all members, visitors, schools, and groups. Watersports Assistants play an important role in welcoming participants, supporting on-water activity, and helping to maintain a safe and friendly environment.

We are committed to broadening the diversity of our organisation and are keen to attract people from a wide range of backgrounds. For the right candidate, this is a rewarding opportunity to be part of a dynamic and inclusive team where you will develop new skills, gain experience, and contribute to the smooth running of Scotland's National Training Site.

Yours faithfully,
Calum Gauld, Chief Operating Officer

ABOUT US

Our Vision

Lead progressive growth in the sports by promoting partnerships, inclusivity and sustainability.

Our Mission

A thriving community which provides regular opportunities for all to participate, compete, progress and achieve within our sports.

Town Loch National Training Site is Scotland's home of waterski and wakeboard, offering a friendly and inclusive environment for members, visitors, schools and groups. The site provides opportunities for people of all ages and abilities to learn, train, and enjoy time on the water, whether trying the sport for the first time or looking to progress their skills.

Town Loch is operated by Waterski & Wakeboard Scotland (WWS), Scotland's governing body for waterski and wakeboard, funded by sportscotland and the National Lottery. WWS supports the development of safe, sustainable, and accessible participation across the country and works to ensure that Scotland's unique landscape continues to provide exceptional opportunities for watersports.



JOB PACK - WATERSPORTS ASSISTANT

The Watersports Assistant role is central to delivering positive on-water and on-land experiences at the Town Loch National Training Site. This position supports the day-to-day running of the site, helping to ensure sessions are safe, enjoyable, and welcoming for members, visitors, schools, and groups.

A key part of the role is assisting with on-water activity — preparing equipment, welcoming participants, providing briefings, and supporting boat operations (including driving the boat if qualified). The role also contributes to wider site operations, including check-in, customer service and general facility tasks, working closely with staff and volunteers to maintain a friendly and professional environment.

Town Loch plays an important role in developing waterski and wakeboard in Scotland, and this post helps ensure the site continues to be a vibrant, inclusive, and well-run hub for the community. The role offers a varied and rewarding outdoor working environment with opportunities to develop new skills and contribute to a motivated and supportive team.

Key Responsibilities

- Help deliver safe and enjoyable on-water experiences for members, visitors, schools, and groups.
- Support boat operations, including driving the boat if qualified.
- Welcome participants, provide clear briefings, and help ensure they feel confident and supported.
- Assist with preparing and maintaining equipment, including basic checks and reporting any issues.
- Support day-to-day site operations, including check-in, customer service, and general facility tasks.
- Work alongside staff and volunteers to ensure a friendly, inclusive, and professional environment.
- Assist with group sessions, taster days, community visits, and other site activities.
- Support the delivery of WWS competitions and events hosted at NTS.
- Follow safeguarding, safety, and operational procedures at all times.
- Contribute positively to the smooth running of the site and the overall experience of all participants.



JOB DESCRIPTION

Skills & Experience

- Experience working directly with participants or customers, ideally in sport, leisure, outdoor, or community settings.
- Strong interpersonal and communication skills, with the ability to make people feel welcome and supported.
- Experience in customer service or general operational roles is desirable.
- Understanding of safe practice in sport or outdoor environments.
- Waterski/wakeboard experience, or interest in watersports, is desirable but not essential.
- Ability to learn new skills quickly, including equipment setup and basic operational tasks.
- Willingness to work towards the SBD2 qualification (training support provided).
- Awareness of safeguarding and a commitment to providing a safe, inclusive environment.
- Ability to stay calm, organised, and professional during busy periods.
- Comfortable working in an outdoor, active, and fast-paced environment.

Person Specification

- Enthusiastic, motivated, and aligned with our values of Community, Progress, and Fun.
- Warm, approachable, and able to create a welcoming environment for members, visitors, and groups.
- Organised and reliable, with good attention to detail and pride in delivering quality service.
- Positive, energetic, and able to bring a friendly and professional attitude to daily site operations.
- Strong team player who works well with others and can take initiative when needed.
- Proactive and solution-focused, with a willingness to learn and develop new skills.
- Passionate about helping participants feel confident, supported, and included.
- Adaptable and resilient, able to contribute to a wide range of tasks in a dynamic outdoor environment.
- Committed to maintaining high standards of safety, behaviour, and professionalism.



TERMS OF APPOINTMENT

Contract & Working Hours

- This is a seasonal, hourly-paid role running from **4 April 2026 to 4 October 2026**.
- Watersports Assistants will be engaged on a **casual (zero-hours) contract**, with hours offered according to the needs of the site. While weekly hours may vary, we aim to offer an average of **around 16-40 hours per week**, depending on availability, weather conditions, and operational requirements.
- The role forms part of our **Wednesday to Sunday** operational week, and evening and weekend work will be required.

Pay

- Pay will be in line with the **National Minimum Wage or National Living Wage**, depending on age. Hours worked are paid monthly in arrears.

Annual Leave

- As casual workers, Watersports Assistants will accrue statutory paid annual leave based on the hours they work. Holiday pay will be included in monthly pay and itemised on payslips, in line with current legislation.

Pre-Employment Checks

- A **PVG disclosure check** will be required for the successful candidate. Appointment is also subject to the receipt of satisfactory references.

Closing Date: Friday 30 January 2026 by 5pm.

Please send a **CV** and **covering letter** (no more than two A4 pages) to coo@wws.org.uk, using the subject line of **"Watersports Assistant"**

Interviews will be held during the **week commencing 9 February 2026**, arranged at mutual convenience.