

DOUGLAS MACDONALD

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PERSONAL PROFILE

I am a coach developer practitioner, specialising in the development of performance and pathway coaches. I am passionate about people development and how we can accelerate the progression of performance coaches and athletes. In November 2019, I was awarded **sportscotland** Scottish Coach Developer of the Year. Outside of work I have represented Great Britain as an age group triathlete and coach talent development rowers.

EMPLOYMENT

September 2017-Present: Coach & Pathway Developer at the Scottish Canoe Association

I lead the design and delivery of the SCA Pathway and Performance Coach Development Programme. Key aspects include enhancing coaching effectiveness through sound contextual understanding of the needs of talented athletes aspiring to reach British Canoeing World Class Performance Programmes in the Olympic and Paralympic disciplines of canoeing.

Key achievements:

- Delivered international coach development Erasmus project, including work with French & Italian coaches and delivered conference presentation to senior sport leaders in French.
- Supported transition of talent transfer athlete from swimming to British Paracanoe Programme.
- In November 2019, I was awarded **sportscotland** Scottish Coach Developer of the Year.

April 2019-March 2020: Programme Lead – Scottish Swimming Aquatic Developer Programme

I designed and led the Scottish Swimming Aquatic Developers Programme as a 0.2 FTE contractor. This programme is the professional development programme for those involved in delivering the Scottish Swimming Aquatic Framework, including performance development coaches, local authority managers, swim coordinators and senior teachers. My role was to design the learning programme aligned to Scottish Swimming's vision, support the transfer of learning from high-level group sessions down to individual 1:1 mentoring support to ensure the application to practice, develop an in-house mentoring support team and review the programme in order to inform Scottish Swimming's ongoing planning processes.

February 2017-September 2017: Workforce Development Manager at Tennis Scotland

I led the strategic development of the Tennis Scotland workforce. This involved developing the coaching workforce at all levels from novice to elite, as well as developing the officials and club workforces.

August 2013-February 2017: Coaching Development Officer at Triathlon Scotland

National role in which I supported the recruitment, education, development and deployment of Scottish triathlon coaches from participation to performance levels. I led the strategic development of coaches across Scotland, managed and deployed the coach education tutoring team and built strategically important relationships with key stakeholders across the sporting landscape of the UK.

- Represented Great Britain at the 2014 and 2015 European age-group triathlon championships and 2016 World age-group triathlon championships.
- Guided a 74 year old, deaf-blind man round a triathlon.

August 2011-August 2013: 'Coaching Matters' Coordinator

Delivered the **sportscotland** Coaching Matters programme which supported the professional development of high performance coaches in Scotland. This involved the development of targeted development opportunities for performance coaches across all the sports governing bodies in Scotland and building highly effective relationships with a broad range of key stakeholders from UK agency level to individual governing bodies and providers.

August 2010-Present: People Development Consultant at Lacuna Learning

I set up and work extensively as a consultant providing learning support to athletes, coaches and organisations. At the time of writing, I have worked with over 22 different sports and a broad range of organisations. www.lacunalearning.co.uk

- Accredited mentoring & coaching practitioner with the European Mentoring & Coaching Council.
- **sportscotland** Coaching Futures & HP coach development programme performance coach mentor.
- **sportscotland** High Performance Coach Developer programme delivery team
- Performance psychology support to national women's lacrosse team at European Championships, winning the bronze medal.
- Performance psychology support to Commonwealth games gymnast and performance coaches in hockey, triathlon, sailing and rowing, as well as an elite hockey umpire.
- Coaching of talent transfer performance group athletes onto world-class performance rowing programmes.

October 2009-January 2010: Data analyst for Student Services at Northumbria University. I carried out data analysis for the University's annual Equality & Diversity report, which involved advanced statistical analysis, data synthesis and report writing.

December 2005-September 2009: I served on the East of Scotland Universities' Air Squadron in the Royal Air Force. I completed flying training, won the award for best ground student in 2007 and became a commissioned officer in 2008 in the rank of Acting Pilot Officer.

EDUCATION

September 2009-September 2010: **Northumbria University, Newcastle**

Qualification: MSc Sport and Exercise Psychology; Commendation.

Achievements: Publication resulting from MSc thesis; Sport Scholar for rowing.

September 2005-June 2009: **University of Dundee**

Qualification: MA (Hons.) Psychology with French; upper second class honours.

Undergraduate dissertation: "*Catching expertise effects in Visuo-Spatial Working Memory*".

Achievements: Represented 2nd XI hockey team, 1st VIII and IV for rowing.

PUBLICATION

Competition Stress Leads to a Blunting of the Cortisol Awakening Response in Elite Rowers: *Frontiers in Psychology* 2019, MacDonald, D.N. & Wetherell, M.

PERSONAL DETAILS

Full UK driving licence

Professional working fluency in French

PVG scheme membership

REFERENCES

Jon Schofield, Head of Performance & Pathways at the Scottish Canoe Association – line manager.

jon.schofield@canoescotland.org

Alan Lynn, National Coach at Scottish Swimming – mentor and former line manager.

a.lynn@scottishswimming.com

Andrew Gillott, Senior Coach Developer at UK Sport – Coach Developer Supervisor.

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