



Technical Operations Manager – Swimming and Para Swimming Job Description

Glasgow 2026 Ltd

Job title:	Technical Operations Manager – Swimming and Para Swimming
Division:	Operations
Department:	Sport
Reports to:	Sport Competition Manager – Swimming and Para Swimming
Location:	Glasgow

Job Purpose
<p>In July and August 2026, Glasgow will come alive as it hosts the Commonwealth Games, welcoming over 3,000 athletes and team officials from up to 74 nations and territories. For 11 unforgettable days, the city will showcase world-class sport, culture, and community, with over 500,000 spectators and a global audience of more than one billion.</p> <p>At Glasgow 2026, we are building a passionate, collaborative team to deliver a truly groundbreaking event. This role is an exciting opportunity to be at the heart of a major international Games, delivering essential services that support athlete participation and competition readiness.</p> <p>The Technical Operations Manager is responsible for the planning and delivery of all technical aspects of the competition for their respective sport/discipline at the Glasgow 2026 Commonwealth Games, in accordance with World Aquatics and World Para Swimming (AQUA and WPS) rules and regulations.</p> <p>This will involve working closely with the Sport Competition Manager to coordinate and communicate the sport specific requirements to internal functional areas, ensuring that athletes, team officials and technical officials are provided with the correct environment and services to perform to their very best. The role will also work closely with the other functional areas within the sport department to provide input into the individual sports requirements for, sport entries, sport equipment provision, training venues and sport information and publications.</p>
Role Summary / Key Accountabilities
<p>As the Technical Operations Manager, you will play a key role in supporting the Sport Competition Manager to plan, deliver, and operate the competition for your assigned sport or discipline. You will ensure the competition is organised and conducted in line with AQUA and WPS rules and standards, contributing to the smooth delivery of the Games.</p> <p>You'll collaborate closely with internal Functional Areas, AQUA, Aquatics GB and Scottish Swimming to ensure all technical, operational, and logistical elements of the competition are integrated effectively across the Games.</p> <p>Technical Operations Manager Responsibilities</p> <ul style="list-style-type: none"> Support the Sport Competition Manager with operational planning for Swimming and Para Swimming ensuring compliance with AQUA and WPS rules and regulations. Actively contribute to venue and operational planning to integrate sport-specific technical elements into Games-wide delivery. Ensure the Field of Play (FOP), warm-up and training areas are designed and delivered to meet AQUA and WPS technical and competition standards. Assist in developing the sport operational delivery plan, sourcing sport-specific technical information for Games Functional Areas. Liaise with the AQUA Technical Delegate, supporting communication and coordination on competition preparation and issue resolution. Coordinate with internal areas including Venue Management, Look, Sport Equipment, Sport Presentation, Medal Ceremonies, Athlete Medical, and Anti-Doping to ensure effective Field of Play delivery. Develop systems of work with Sport Equipment/Field of Play volunteers to ensure efficient preparation, installation and movement of sport equipment during training and competition. Support the recruitment, training, effective deployment and management of sport-specific staff and volunteers, ensuring alignment with required skillsets. Support workforce colleagues with technical advice on sport competition form processes.

- Contribute to the development and implementation of training and competition schedules, operational policies, and International Federation (IF) visits.
- Assist with milestone tracking, project planning, and reporting in line with Games-wide timelines.
- Support the creation and finalisation of the Detailed Competition Activity Schedule (DCAS) for sport-specific elements.
- Maintain strong working relationships with the AQUA, WPS, Aquatics GB and Scottish Swimming, and other key stakeholders.
- Work with relevant Scottish/UK Governing Bodies on the appointment and development of National Technical Officials.
- Coordinate with the Technology Functional Area to deliver timing, scoring, and results systems for the sport
- Support and contribute to the planning and build phase of the venue with regards to the Field of Play athlete flows.
- Support, mentor, and assist in the line management of the Sport Coordinator to ensure Games-time readiness.
- Contribute to the organisation and delivery of testing and readiness programmes.
- Support documentation for the Transfer of Knowledge to future Commonwealth Games Organising Companies.

Responsibilities of the role will evolve during the lifespan of the Organising Company (OC), and it is likely that the role profile will evolve with the changing needs of the OC. For this role, a flexible approach is required towards working evenings and weekends, particularly in the lead up to and during Games Time in July 2026 and August 2026.

Knowledge & Experience	Essential	Desirable
Training & Qualifications	<ul style="list-style-type: none"> • Strong proficiency in Microsoft Office (Excel, Word, PowerPoint, Outlook) 	<ul style="list-style-type: none"> • Experience at Swimming and Para Swimming National Event level
Skills and Abilities	<ul style="list-style-type: none"> • Excellent attention to detail • Tact, diplomacy, and the ability to enthuse, negotiate and influence. • Strong organisational and people skills • Ability to deliver high-quality results under pressure. • Good written and verbal communication • Critical thinking skills 	<ul style="list-style-type: none"> • Experience in interacting in a multi-cultural environment
Knowledge and Experience	<ul style="list-style-type: none"> • Experience working in a sport competition environment. • Detailed knowledge of the International Federation(s) rules and regulations for the respective sport/discipline • Experience managing relationships with National and/or International Sport Federations • Understanding of sport-specific programming • Experience recruiting, training, and managing a volunteer workforce. 	<ul style="list-style-type: none"> • Previous experience in a sport competition role at a major event • Experience working within a Para Sports environment. • Knowledge of Commonwealth Games • Understanding of sport competition requirements in a multi-sport Games environment

Personal Characteristics	
Teamwork	<ul style="list-style-type: none"> • Embraces diversity and displays respect and loyalty to colleagues, the organisation, and partners. • Engages with team members effectively and is helpful and supportive towards others. • Resolute team member and committed to the success of the team. • Embraces change and show initiative in a team setting
Communication	<ul style="list-style-type: none"> • Excellent communicator to all colleagues, with an approachable personality • Honest and able to speak up; trustworthy and able to maintain confidentiality when needed, building trust. • Embraces and will absorb new information
Commitment and Results Delivery	<ul style="list-style-type: none"> • Displays the highest levels of integrity and commitment, with an ability to deliver excellent results. • Plans and manages time effectively. • Resilient and remain positive through change, adapting effectively. • Takes accountability and ownership of tasks and problems. • Seeking to overcome obstacles and challenges with innovative ideas • Meets deadlines and is committed to achieving a positive result. • Uses initiative and innovation to resolve matters within their control and understands when to escalate relevant issues. • Produces ideas and shares them with the team. • Provides quality work that is fit for purpose
Motivation and Drive	<ul style="list-style-type: none"> • Approaches challenges with creativity, resilience, and a solution-focused mindset. • Proud to play a part in delivering a world-class sporting event for athletes, officials, and spectators at Glasgow 2026. • Maintains a professional, polite, and approachable manner. • Displays a positive attitude and optimistic outlook.