



SCOTTISH GYMNASTICS

Lead Manager Performance & Pathway

RECRUITMENT PACK



ABOUT SCOTTISH GYMNASTICS

Scottish Gymnastics has been leading and supporting the sport since 1890. Today, we champion gymnastics both as a foundation sport - one that builds essential physical skills such as balance, coordination, strength, and agility - and as a competitive and performance pathway, enabling athletes to progress to national and international opportunities, representing both Scotland and Great Britain.

We are recognised by **sportscotland**, and are an affiliated association of British Gymnastics, which represents the home nations at international events including the Olympic Games, World Gymnastics and European Gymnastics.

Through a strong working partnership with British Gymnastics, we share a commitment to developing the sport and providing outstanding support for the 140 clubs and more than 32,000 individual members who make up the vibrant Scottish gymnastics' community.

Our vision is “**An uplifting gymnastics experience for all**”

- ‘UPLIFTING’ represents both the physical and mental health benefits of gymnastics and the enjoyment it brings
- ‘EXPERIENCE’ is about making positive experiences for everyone central to everything we all do, including the way we involve and treat people and how we deliver gymnastics
- ‘FOR ALL’ means for everyone in gymnastics no matter how you are involved, and ensuring gymnastics is welcoming for people who haven’t been involved in the past.

[Click the button to read our strategy](#)

LEAP WITHOUT LIMITS

LEAP WITHOUT LIMITS

A NEW VISION FOR A NEW ERA



INCLUSIVE | SUPPORTIVE | ASPIRATIONAL

OUR VALUES

Our shared values below are our values for gymnastics in Scotland with our partners across the UK, and we need to put them at the heart of how we deliver and engage people in gymnastics so that they are reflected in the experiences people have:

Inclusive - We must ensure gymnastics across the UK is welcoming and accessible to everyone, creating an immediate sense of belonging.

Supportive - You should feel safe and supported, knowing there's always someone you can turn to for help if you need it and that your voice will be heard and listened to

Aspirational - So that everyone in gymnastics is inspired to constantly learn and grow

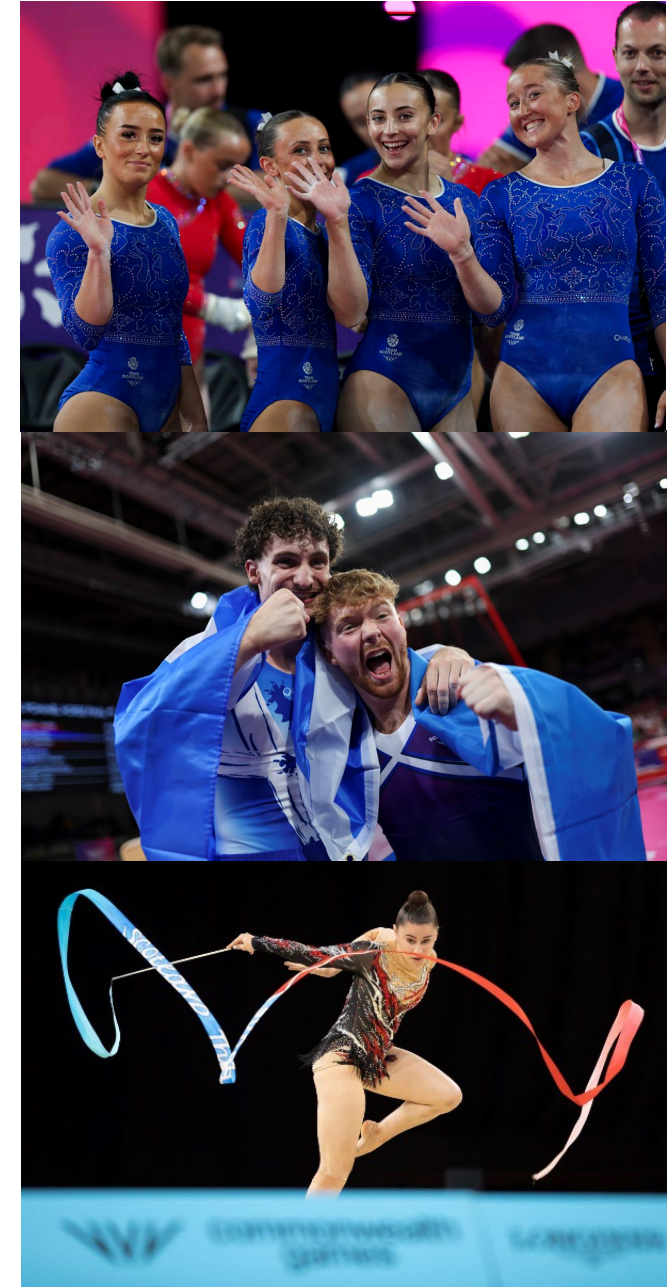
Everything we do is underpinned by our shared values. They shape our work and support us to embed a strong dynamic culture across our organisation.

GYMNASTICS IN SCOTLAND

Breath-taking to watch and exciting to perform, gymnastics gives young children the best possible start to their life in sport. From the development of fundamental movement skills and confidence, to becoming performance gymnasts competing on the world stage demonstrating amazing skill, exceptional strength, and great courage.

Gymnastics is a safe, fun, and challenging sport which allows people of all ages and abilities to be involved in activity. Young gymnasts in Scotland believe that taking part in sport through their gymnastics club has a positive impact on their mental wellbeing, helping them feel happy, healthy, confident, included, and make friends. We provide performance and non-performance opportunities across nine disciplines and areas of participation.

- | | | | |
|--------------------------|------------------|------------|--------------------|
| ▪ Acrobatics | ▪ Formers | ▪ Rhythmic | ▪ Trampoline |
| ▪ Disability | ▪ Men's artistic | ▪ Schools | ▪ Tumbling |
| ▪ Double mini-trampoline | ▪ Preschool | ▪ TeamGym | ▪ Women's artistic |



INCLUSIVE | SUPPORTIVE | ASPIRATIONAL



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THE ROLE

STATUS	Full time
RESPONSIBLE TO	Head of Sport
RESPONSIBLE FOR	National Coaches, Performance Officer, Performance Administrator
BASE LOCATION	Craiglockhart Tennis Centre, Edinburgh Hybrid role includes working two days a week in the office
SALARY	£40,000 - 45,000 plus benefits, depending on experience

ROLE SUMMARY

The lead manager role for performance and pathway is an exciting role for Scottish Gymnastics to further enhance the infrastructure of the department. Scottish Gymnastics has been evolving the performance and pathway system over many years across multiple disciplines in Scotland and following the success of the Glasgow 2026 Commonwealth Games, it's an exciting time to join the organisation.

This role leads the performance and pathway strategy for gymnastics in Scotland, creating clear routes for gymnasts to progress towards GBR selection and international success. Having concluded our recent performance insights review we have a clear direction for moving forwards into a new cycle and with new investment to support delivery.

The Lead Manager will work across all eight competitive disciplines to develop gymnasts, coaches and practitioners within a high-support, high-challenge and athlete-centred environment. The role will work with the Head of Sport, Lead Managers, clubs, British Gymnastics, sportscotland and specialist partners to align strategy, systems, welfare and delivery across the performance pathway.



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KEY RESPONSIBILITIES

STRATEGIC PERFORMANCE PLANNING

- Develop and implement a performance plan that supports progression towards GBR selection and international success
- Translate strategic goals into clear priorities and delivery plans, with appropriate tracking and reporting of outcomes
- Ensure performance activity aligns with Scottish Gymnastics' strategic and operational plans
- Work with **sportscotland**, British Gymnastics and other partners to strengthen the national performance system
- Lead, support and develop the Performance Team through clear objectives and regular review
- Lead the Performance Team's contribution to Commonwealth Games, in partnership with the Head of Sport, Artistic Technical Director and national coaches, including the tracking of performance data and the selection process for gymnasts and coaches

PERFORMANCE PROGRAMME DELIVERY

- Lead the performance, coaching and practitioner teams to optimise activity, tracking and outcomes
- Oversee the design, content and communication of National Performance Camps
- Lead the international competition strategy for Scottish Gymnasts with British Gymnastics and national coaches
- Build robust competition behaviours in gymnasts, coaches and support teams



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KEY RESPONSIBILITIES

COACHING AND WORKFORCE DEVELOPMENT

- Create a positive coaching environment across all disciplines, balancing support and challenge
- Work with the Lead Manager for People Development to design coach development activity
- Support a community of practice that builds long-term capability across the gymnastics workforce
- Support continuous professional development across Performance and Pathway staff

SAFEGUARDING AND ATHLETE WELFARE

- Embed safe sport principles across camps, competitions, pathway activity and communications
- Work with safe sport colleagues to support safe, inclusive and athlete-centred environments
- Ensure athlete welfare informs planning, education, induction materials and handbooks
- Promote behaviours that protect gymnasts, coaches, parents and staff in performance settings
- Lead on UKAD Clean Sport implementation plan, ensuring clarity on the organisation's responsibilities and the required actions of gymnasts and coaches



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KEY RESPONSIBILITIES

COLLABORATION AND STAKEHOLDER MANAGEMENT

- Work with clubs, coaches, practitioners, educational institutions and governing bodies to strengthen the performance system
- Lead the relationship with **sportscotland** Institute of Sport to align practitioner support to gymnast needs and ensure performance support services achieve maximum impact
- Support development of the Brilliant Basics Blueprint within the gymnast development framework
- Build clear communication routes with parents, clubs, coaches and partners where relevant

MONITORING, EVALUATION AND INSIGHT

- Implement systems to monitor and evaluate individual gymnast plans across all disciplines
- Use performance data and pathway insight to track progression and improve programme decisions
- Monitor international standards to inform programme entry, progression and competition strategy
- Provide clear reports to senior leadership and Board on strategic and operational progress

COMMUNICATION

- Communicate and collaborate regularly with key internal staff, stakeholders (discipline technical committees, funding and commercial partners, British Gymnastics and sportscotland), along with key contractors for your service area



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KEY RESPONSIBILITIES

BUDGET MANAGEMENT

- Manage the performance budget and allocate resources in line with the performance plan
- Work with the Head of Sport and Head of Finance to ensure financial efficiency, transparency and accountability

REPRESENTING SCOTTISH GYMNASTICS

- Represent Scottish Gymnastics in national and international settings with credibility and professionalism
- Bring back insight from comparable systems to improve planning, delivery and decision-making
- Demonstrate behaviours aligned to Scottish Gymnastics' values

OTHER DUTIES

This job description is a broad picture of the post at the date of preparation. It is not an exhaustive list of all possible duties, and we recognise that jobs change and evolve. Consequently, this is not a contractual document, and you will be required to carry out any other duties to the equivalent level that are necessary to fulfil the requirements of the post. The job description should be reviewed annually to reflect the needs of the Scottish Gymnastics strategic plan



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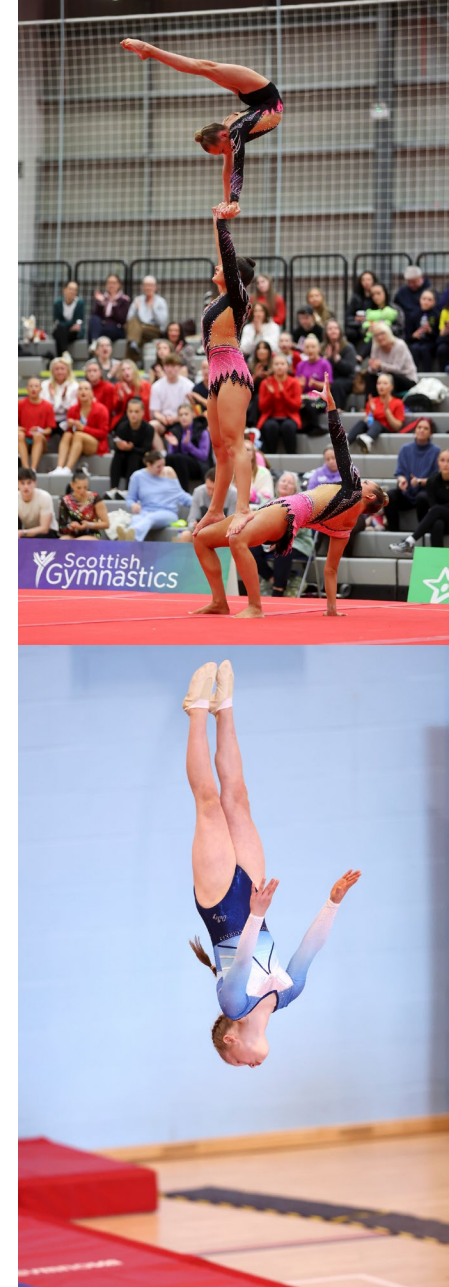
KEY OBJECTIVES

1.0 Lead the development, planning, implementation and review for all Scottish gymnastics performance and pathway activities

- Develop and implement the performance pathway plan that aligns to Scottish Gymnastics' Leap without Limits corporate plan
- Lead the ongoing development and evolution of Scottish Gymnastics performance and pathways for the disciplines ensuring an athlete-centred, coach-led, performance-driven approach is embedded
- Provide support through athlete one-to-ones and establish protocols, support and guidance to manage athlete transitions in partnership with SIS and the wider Scottish Gymnastics performance team
- Lead on the development and implementation of individual athlete plans (IAP), supporting benchmarking and tracking of performance measures across all performance disciplines
- Lead the international competition strategy for Scottish Gymnastics working with British Gymnastics and international partners to understand opportunities for Scottish gymnasts to gain experience

2.0 Lead the design, development and implementation of performance projects aligned to the Scottish Gymnastics strategic plan and for the advancement of performance support to coaches, athletes and parents

- Support the development and ongoing content build of the Brilliant Basics Blueprint project, aligned to the gymnast development framework for the organisation, taking a lead with the performance team on their aligned work areas
- Lead on the athlete welfare approach for the department, ensuring safe sport is embedded through all required areas of work
- Design and deliver athlete/parent/coach education and inductions with internal colleagues and work to establish a curriculum of education to be delivered to all levels and disciplines as required



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KEY OBJECTIVES

3.0 Lead on all aspects of staff management and performance operations

- Provide leadership and direction to the performance team and all support staff/contractors, fostering a positive team culture and passion to raise the standards of Scottish gymnasts
- Lead on budget management and financial control for the department ensuring the team are prudent within their areas of responsibility
- Build strong relationships with relevant stakeholders, including British Gymnastics, sportscotland Institute of Sport (SIS) and other governing bodies to support the growth of performance gymnastics in Scotland
- Support the department on the team manager development programme; there may be requirements for the role to undertake team manager duties at residential camps (i.e., in the UK, internationally) on occasion.
- Lead on SIS meetings and act as the key link for all practitioners within the network; managing Scottish Gymnastics appointed contractors to ensure high levels of communication and coherence of work
- Lead on overall contractor management for technical, SSSM and additional support services linked to the performance and pathway team
- Manage relevant data and monitoring for all Commonwealth Games-related requirements, producing reports in line with selection and nomination requirements in partnership with Artistic Technical Director and national coaches

4.0 Support performance coach development initiatives to develop current and future performance coaches across the disciplines

- In partnership with the Lead Manager for People Development, design and evolve pathway and performance development initiatives which identifies, nurtures and supports talented coaches and judges enabling success long term for the Scottish workforce



PERSON SPECIFICATION

CRITERIA/ATTRIBUTES

ESSENTIAL

DESIRABLE

QUALIFICATIONS

- Educated to a degree level or able to demonstrate equivalent work experience and knowledge in sports science, sports management, sports coaching, sports medicine/similar (A)
- The ability to inspire and lead a decentralised team of specialists and/or practitioners, aligning them athlete needs and performance outcome (I)
 - Adept at managing change (I)

SKILLS AND ABILITIES

- Strong problem-solving and decision-making skills, with the ability to organise and motivate others (I)
- Strong communication, presentation and influencing skills across leadership and stakeholder settings (I)
- A collaborative leadership style that builds trust, accountability and high standards (I)
- A clear commitment to equality, diversity, inclusion, safeguarding and athlete welfare (I/A)
- Able to manage a high-pressure workload, and those of colleagues, and to work and thrive in the high-performance environment (I)
- Proven ability to lead and work collaboratively within a multi-disciplinary support team (I)
- Ability to work under pressure and prioritise workloads (I)
- Ability to work with others with wide ranging views to solve constructively multi-dimensional problems (I)
- A team player with an open and consultative style and optimistic approach (I)

PERSON SPECIFICATION

CRITERIA/ATTRIBUTES

ESSENTIAL

DESIRABLE

KNOWLEDGE AND EXPERIENCE

- Demonstrable experience developing and implementing performance and pathway systems in sport (I)
- Experience of strategic planning, budget management and delivery against measurable objectives (I)
- Experience working with high-performance coaches, sport science and medicine practitioners, and multidisciplinary support teams (I)
- Experience leading people, contractors or cross-functional teams in a performance sport environment (I)
- Able to demonstrate management and leadership skills and evidence decision making and critical thinking (I)

- A broad understanding of all aspects of technical performance solutions (coaching, science, medicine and technology) (I)
- Experience working in an Olympic sport (gymnastics or other) either as an athlete, coach or programme manager (A)
- A comprehensive understanding of the medical and scientific support needs of high-performance athletes (I)

PERSONAL QUALITIES

- Have integrity, drive, enthusiasm and initiative
- Ability to offer creative solutions to situations
- Commitment to the development of gymnastics
- Commitment to ongoing professional development

OTHER REQUIREMENTS

- Ability to travel across Scotland and work occasional evenings or weekends
- Occasional UK or international travel may be required
- Ability to work some evenings and weekends
- Ability to work on occasion away from home i.e., for training camps/international competitions
- Satisfactory PVG Scheme Membership

APPLICATION DETAILS

APPLY

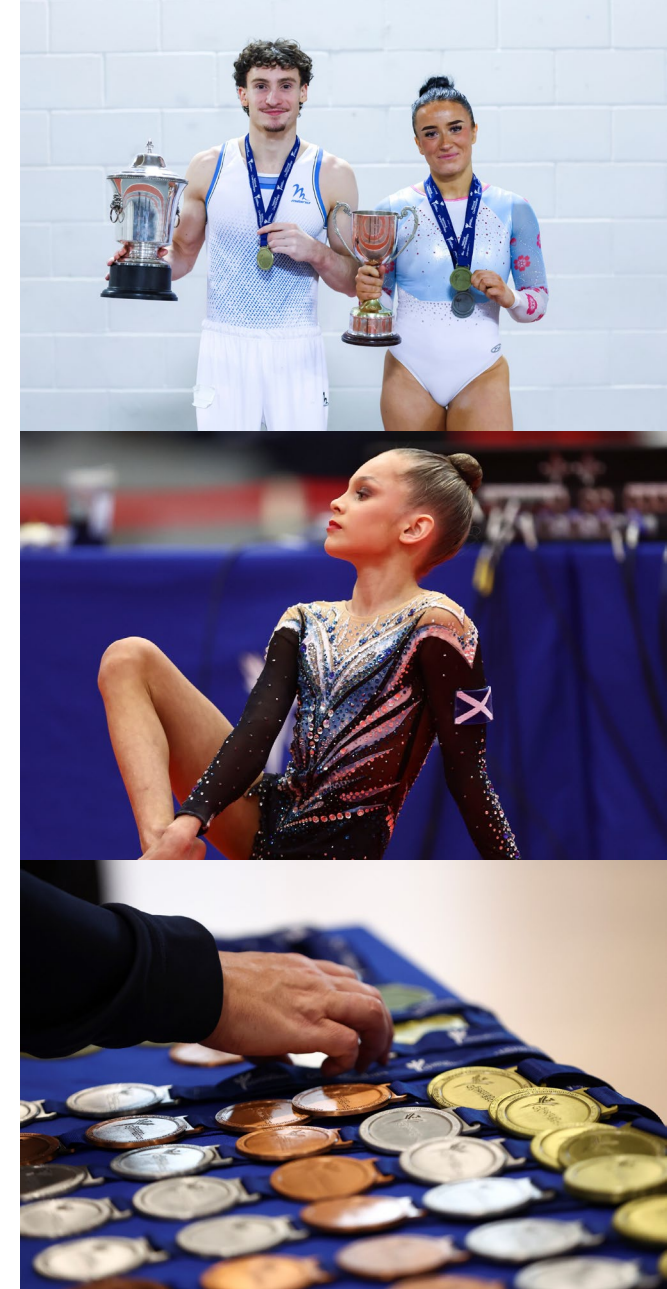
Scottish Gymnastics is an equal opportunities employer and welcomes applications from a diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith, or disability.

Candidates should email a letter of application highlighting your motivation for the post and relevant experience, along with CV to hr@scottishgymnastics.org by 5pm on Wednesday 9 September.

For a confidential discussion about the role please email Head of Sport at sam.hendrikson@scottishgymnastics.org to arrange a suitable time to discuss the role further or call Sam on 07825300787.

RECRUITMENT TIMELINE

- Wednesday 9 September 2026: closing date for applications
- Thursday 17 September: in-person interviews (Edinburgh)



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