



SCOTTISH GYMNASTICS

**Masters Opportunity
Athlete Development & Physical Conditioning**

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.

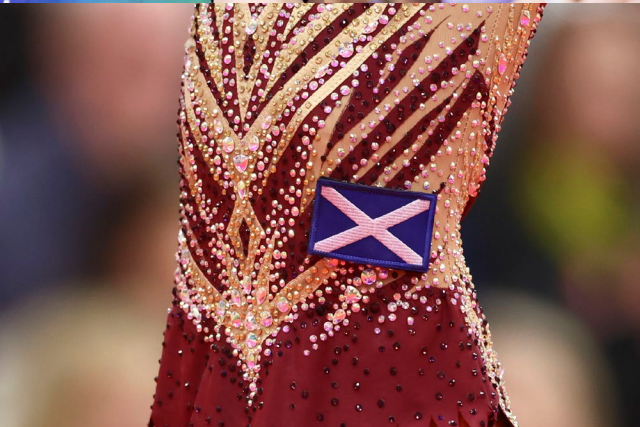
GYMNASTICS IN SCOTLAND

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 |





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THE ROLE

Make a Difference. Develop People. Deliver Excellence.

Scottish Gymnastics is seeking an enthusiastic, curious and motivated individual to undertake a fully funded Master of Philosophy (MPhil) focused on athlete development and physical conditioning within the women's artistic gymnastics (WAG) pathway.

Delivered in partnership with the University of Stirling, this unique opportunity will combine applied research with real-world coaching practice. Working alongside athletes, coaches and performance support staff, you will investigate and enhance physical conditioning practices within developmental gymnastics environments.

Using a "pracademic" approach, you will bridge theory and practice, contributing directly to the development of athletes and coaches while helping shape the future of physical conditioning within Scottish Gymnastics. This is an opportunity to have a meaningful impact on both performance and culture across the WAG pathway.

WHAT WE OFFER

- A fully-funded MPhil in partnership with the University of Stirling
- An opportunity to make a meaningful contribution to athlete development within Scottish Gymnastics
- Access to experienced coaches, practitioners and academic supervisors
- Hands-on experience conducting impactful applied research in a high-performance sporting environment
- Professional development opportunities across coaching, research and performance support



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RESEARCH AIM

To understand, evaluate and enhance physical conditioning practices within developmental women's artistic gymnastics environments through an embedded and collaborative research approach.

RESEARCH OBJECTIVES

1. Define and explore what effective physical conditioning looks like within a WAG context, mapping current practices across up to four Scottish Gymnastics clubs.
2. Examine the intended curriculum, coaching delivery and athlete experience, while identifying factors that influence practice such as coach knowledge, culture, environment, beliefs and practical constraints.
3. Collaboratively design and implement enhancements to physical conditioning programmes with coaches and practitioners, including areas such as:
 - warm-up design
 - strength and power development
 - training load management
 - injury prevention strategies
 - recovery and cool-down practice
4. Evaluate the impact of these interventions on:
 - coaching practice
 - training environment quality
 - athlete preparation and development experiences
 - athlete wellbeing and potential injury reduction
5. Develop evidence-informed recommendations to strengthen physical conditioning within gymnastics club environments and contribute to the ongoing development of Scottish Gymnastics' *Brilliant Basics* resources.



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RESEARCH APPROACH

Over the two-year programme, the project will adopt an Action Research framework, using iterative cycles of:

Plan → Act → Observe → Reflect

The research will be embedded within participating clubs and involve close collaboration with coaches and practitioners throughout.

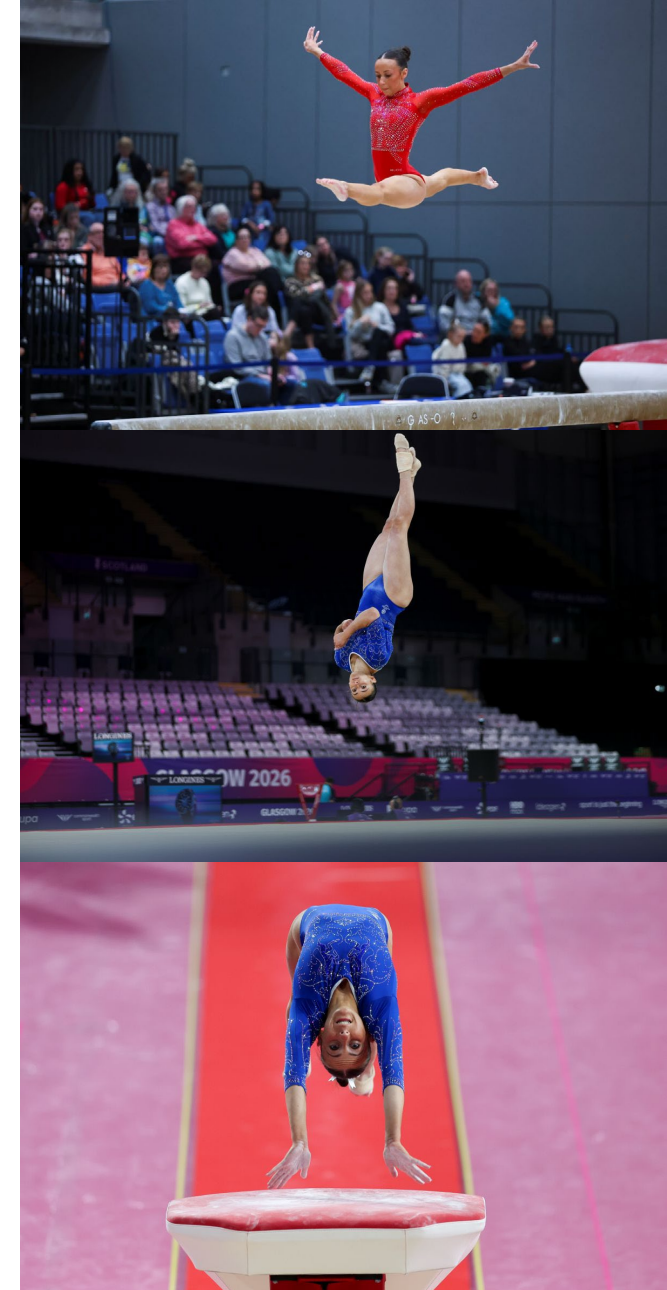
Methods are expected to include:

- Systematic observation of training sessions
- Semi-structured interviews and discussions
- Analysis of training plans and club documentation
- Reflective practitioner logs
- Collaborative workshops and co-coaching activities

The intervention phase will focus on designing and implementing practical enhancements to physical conditioning delivery, with ongoing evaluation and refinement throughout the project.

Data will be analysed using thematic analysis and cross-case comparison, with all research conducted in line with University of Stirling ethical approval processes and research governance requirements.

The exact methodology and length of project may evolve in collaboration with the successful candidate and supervisory team.

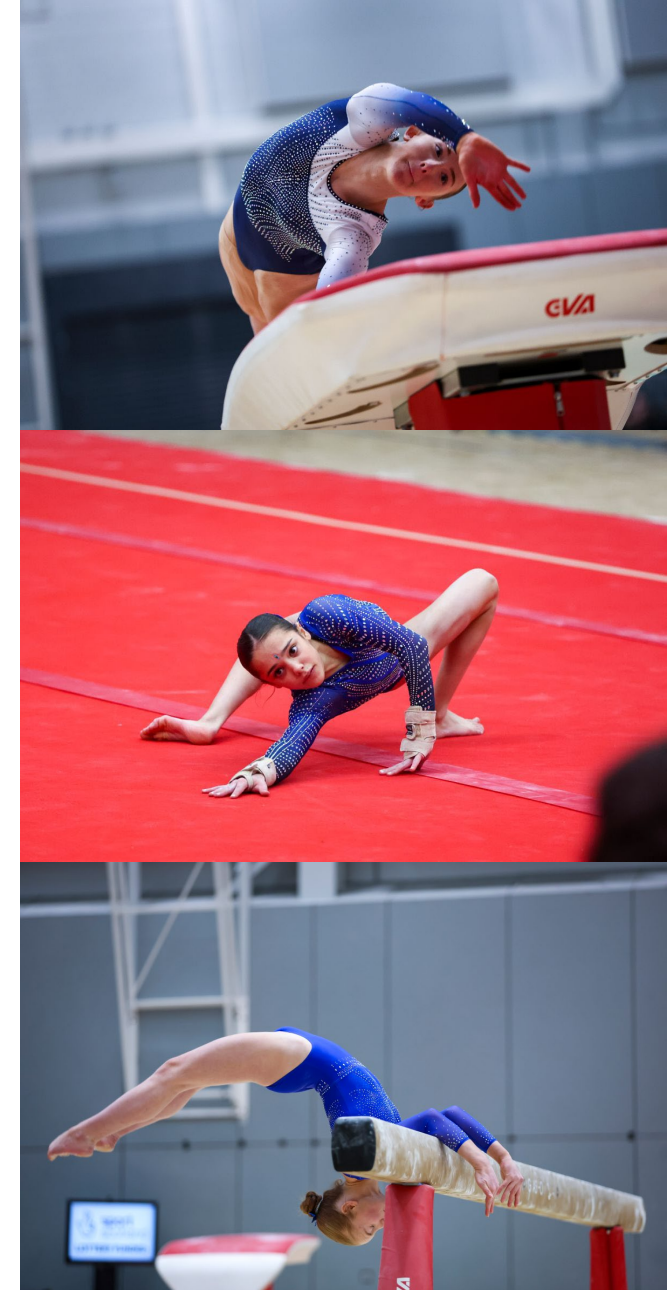


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ABOUT YOU

We are looking for someone who:

- Has the appropriate time and energy to commit to completing this piece of work (flexibility 1-4 years)
 - A part-time pracademic degree traditionally takes:
 - 2 years to complete
 - Requires circa 2 days of work per week
 - Requires time spent in gymnastics environments (Scottish travel required)
- Holds, or is on track to achieve, a 2:1 honours degree (or equivalent) in a relevant discipline such as Sport & Exercise Science, Strength & Conditioning or Coaching
 - Applicants without these qualifications but with significant professional experience are encouraged to apply
 - There is a requirement to complete the University of Stirling application process including; the development of a detailed research proposal, providing further information on their area of expertise, proposed methodology, and the approach they intend to take in conducting their study
- Has sport coaching experience and an interest in athlete development and physical conditioning
- Holds a coaching qualification at SCQF Level 6 (or equivalent) or is actively working towards one
- Holds a UKSCA qualification or equivalent with experience in physical conditioning (desirable)
- Has experience within gymnastics or another pathway-to-performance sporting environment (desirable)
- Demonstrates excellent communication and relationship-building skills
- Is organised, proactive and capable of working independently while collaborating effectively with others
- Understands the interaction between athlete, environment and system in supporting long-term athlete development
- Shares our commitment to inclusion, integrity, learning and excellence



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HOW TO APPLY

To apply, please submit:

- A current CV
- A covering statement (maximum two pages) outlining:
 - Your relevant experience and qualifications
 - Your availability and proposed start date
 - Why this opportunity interests you
 - Any initial thoughts or ideas relating to the proposed MPhil project

Email your application to hr@scottishgymnastics.org

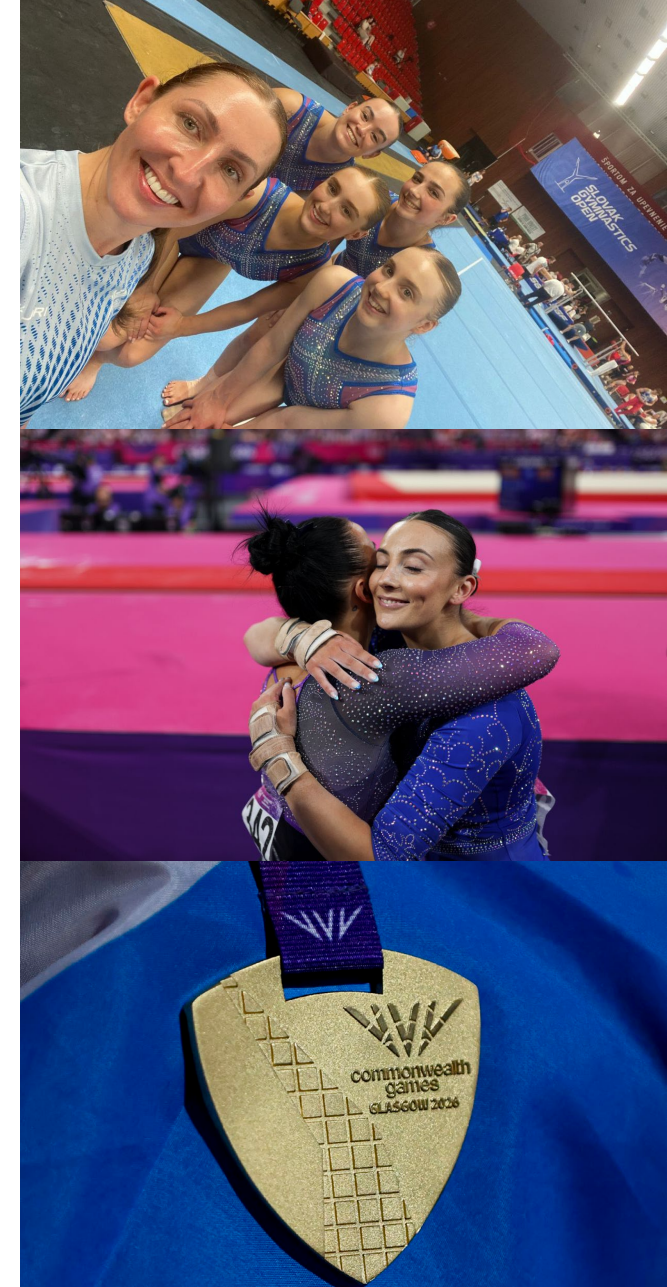
If you would like an informal chat about the role, please email Stephen MacDonald at University of Stirling on stephen.macdonald@stir.ac.uk or performance lead manager Kenny More on kenny.more@scottishgymnastics.org

RECRUITMENT TIMELINE

- Closing date: Wednesday 14 October 2026 at 5pm
- Interview date: Friday 23 October - time and venue to be advised

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.

Help shape the future of athlete development and physical conditioning in Scottish Gymnastics while gaining an exceptional applied research experience.



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scottishgymnastics.org

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