



SCOTTISH GYMNASTICS

**Rebound Technical Director &
Trampoline National Coach**

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 35,000 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

We share the values of gymnastics with our partners across the UK. These are at the heart of how we deliver and engage people, to ensure that gymnastics is enjoyable, safe, and open to everyone.

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

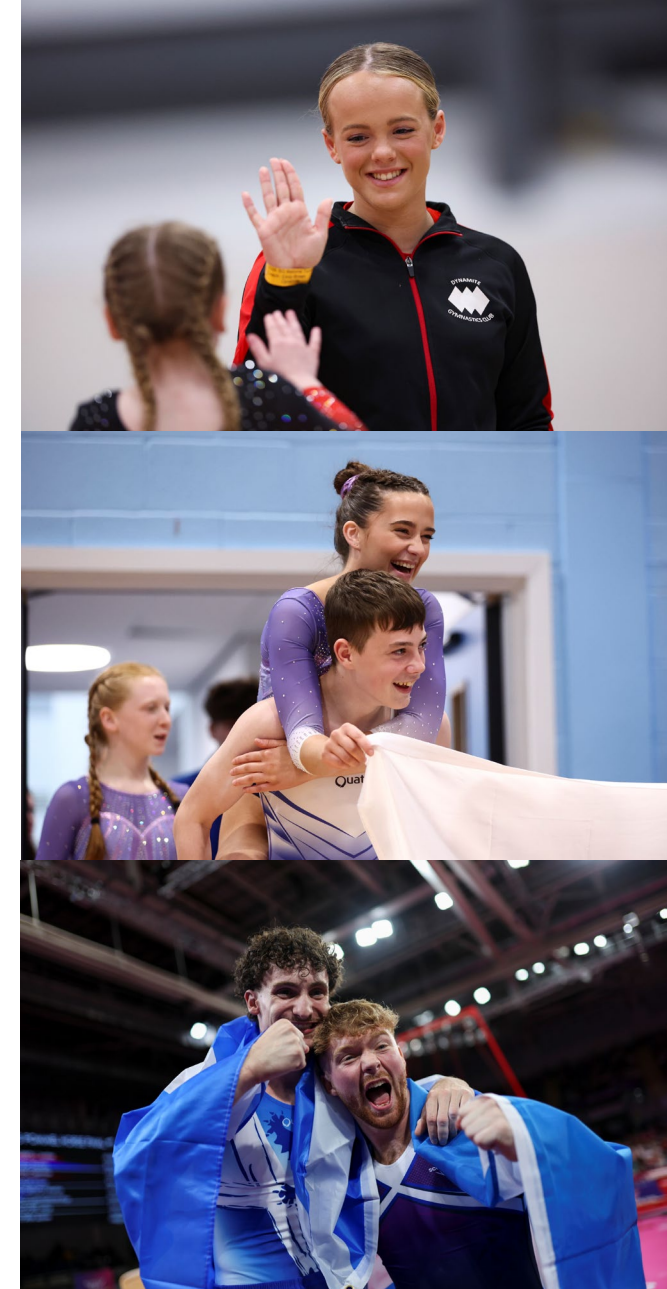
Everything we do is underpinned by our shared values. They shape our work and support us to embed a strong dynamic culture across our organisation.

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 a number of 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



INCLUSIVE | SUPPORTIVE | ASPIRATIONAL

THE ROLE

STATUS

Full time

RESPONSIBLE TO

Lead manager performance and pathway

BASE LOCATION

Craiglockhart Tennis Centre, Edinburgh
Hybrid role with office attendance required

SALARY

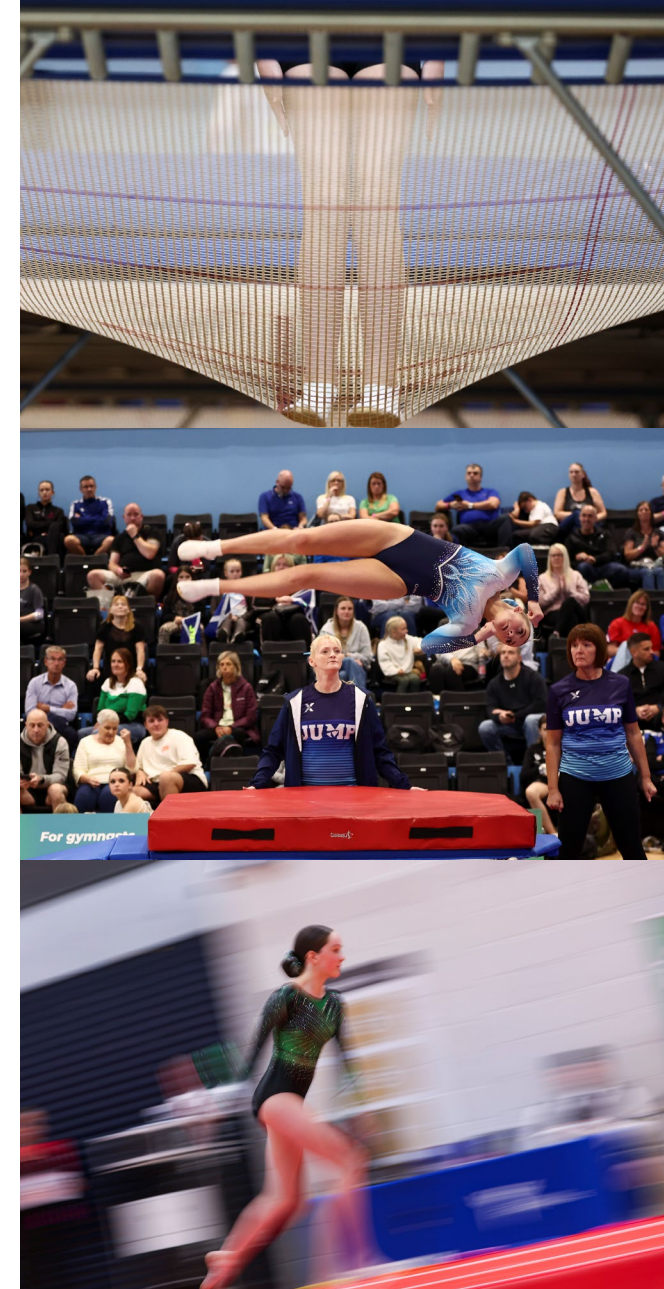
Competitive + benefits

ROLE SUMMARY

Scottish Gymnastics is looking for an experienced, values-led technical director to help shape the future of the rebound disciplines in Scotland. With a primary focus on trampoline gymnastics, the role will provide leadership and support across double-mini trampoline and tumbling. This is an opportunity to provide technical leadership, drive performance standards and influence the development of a thriving national pathway in all three rebound disciplines.

In this role, you will be at the heart of creating a positive, collaborative and high-performing pathway environment where athletes and coaches are supported to grow, achieve and thrive. Working closely with the lead manager performance & pathway, technical leads, coaches, support staff and partners, you will help Scottish gymnasts progress with confidence towards British, world-class and international opportunities.

The successful candidate will bring strong technical knowledge, clear leadership and an athlete-centred approach, ensuring safeguarding, wellbeing, coach development and performance excellence are built into every aspect of programme planning and delivery.



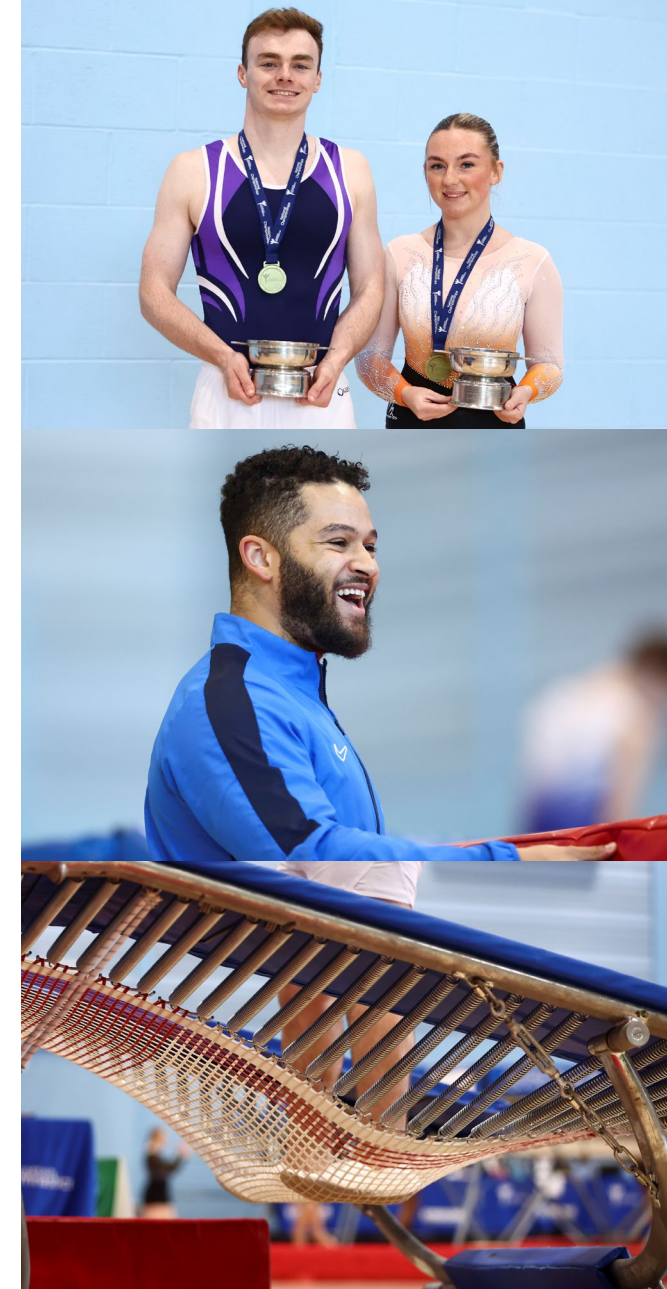
INCLUSIVE | SUPPORTIVE | ASPIRATIONAL

KEY PRIORITIES

1. Shape and support the strategic development and performance direction of trampoline gymnastics in Scotland, helping coaches, athletes and clubs progress through the FIG pathway and towards world-class programme potential
2. Champion coach development across the three rebound disciplines, working in partnership with lead manager people development to strengthen coaching practice, behaviours and accountability
3. Provide inspirational leadership, mentoring and technical support for tumbling and double-mini trampoline leads and support staff, ensuring a coherent performance curriculum across pathway activity and camps

WHAT WE ARE LOOKING FOR

We are looking for someone who combines strong technical expertise with the ability to bring people together around a shared performance vision. You will be confident leading through collaboration, developing coaches, supporting athletes and working effectively with multidisciplinary staff and partners. You will bring integrity, initiative and a genuine commitment to creating environments where athlete wellbeing and performance excellence are equally valued.



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KEY RESPONSIBILITIES

PERFORMANCE PROGRAMME DELIVERY

- Lead and deliver high-quality national activity for trampolining including camps, focus sessions, experience days and preparation programmes aligned to pathway aims
- Provide technical leadership and direction for the trampolining, double-mini trampolining and tumbling performance and pathway programmes
- Create high-support, high-challenge environments that inspire gymnasts and coaches to learn, develop and perform across camps, clinics, club visits and development opportunities
- Plan and deliver detailed camp programmes, including timetables, session outcomes and areas of focus, in collaboration with technical leads, the lead manager and support services across the rebound disciplines
- Support the planning and delivery of representative and international event opportunities for trampolining gymnastics, helping gymnasts gain appropriate competition experience in line with pathway priorities
- Work with relevant colleagues to support selections into pathway activity through experience days, observation, evidence-based review and additional intake opportunities
- Support coach and gymnast development through camps, clinics, feedback, review meetings and individual athlete planning

HIGH-PERFORMANCE ENVIRONMENTS

- Spend purposeful time in rebound performance clubs, providing technical input, observing training and aligning club delivery with national programme expectations
- Work with clubs, coaches and gymnasts to create and monitor individual development plans, using evidence and regular reviews to set technical, physical, competition and support priorities
- Help performance clubs improve daily training through better technical planning, session structure, coaching behaviours, athlete support, equipment use and a safe, positive culture



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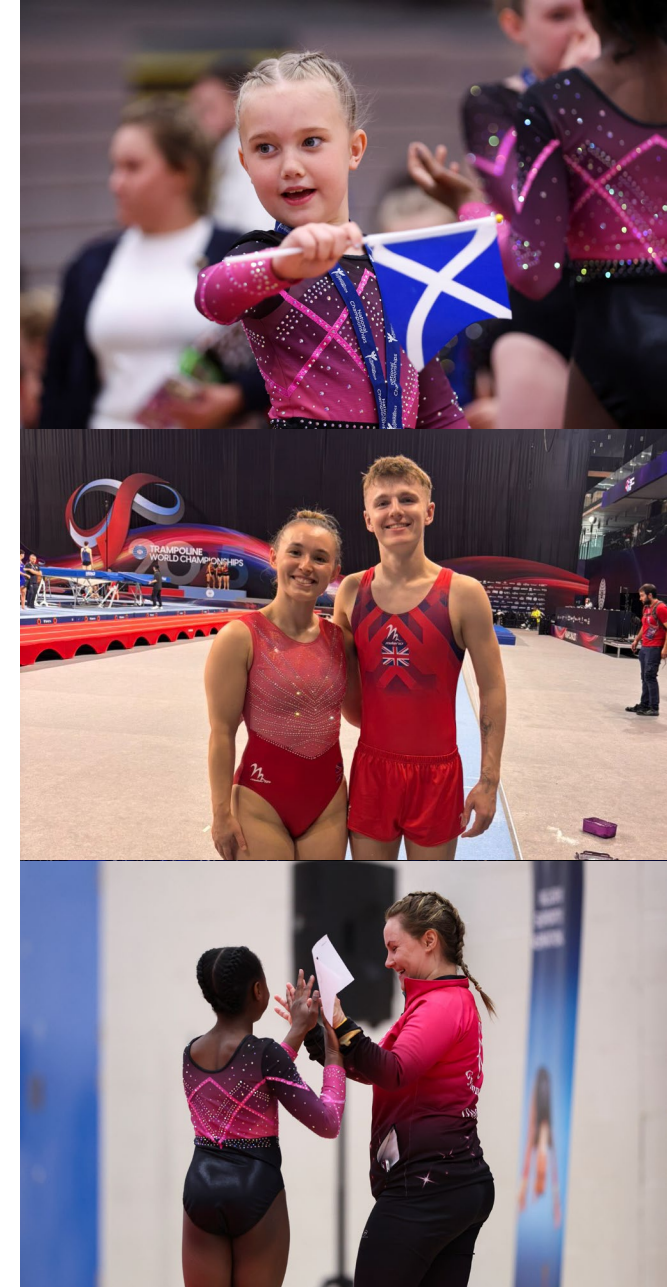
KEY RESPONSIBILITIES

COLLABORATION AND STAKEHOLDER MANAGEMENT

- Strengthen performance through collaboration with clubs, coaches, practitioners, educators and parents
- Coordinate camps, club visits, logistics, communications, administration and reporting with colleagues
- Support the Brilliant Basics Blueprint within the gymnast development framework
- Maintain clear communication with parents, clubs, coaches and partners
- Collaborate with internal teams, technical committees, funding and commercial partners, British Gymnastics, sportscotland and service contractors
- Maintain regular links with British Gymnastics coaching and performance staff, sportscotland and relevant contractors

COACHING AND WORKFORCE DEVELOPMENT

- Create positive coaching environments that balance support and challenge
- Partner with the lead manager for people development to design coach development
- Build a community of practice that strengthens workforce capability
- Support professional development for personal coaches in the performance pathway
- Develop technical resources and standards for brilliant basics, physical preparation, skill progression and long-term gymnast development
- Mentor and review coaches and technical leads to support their development



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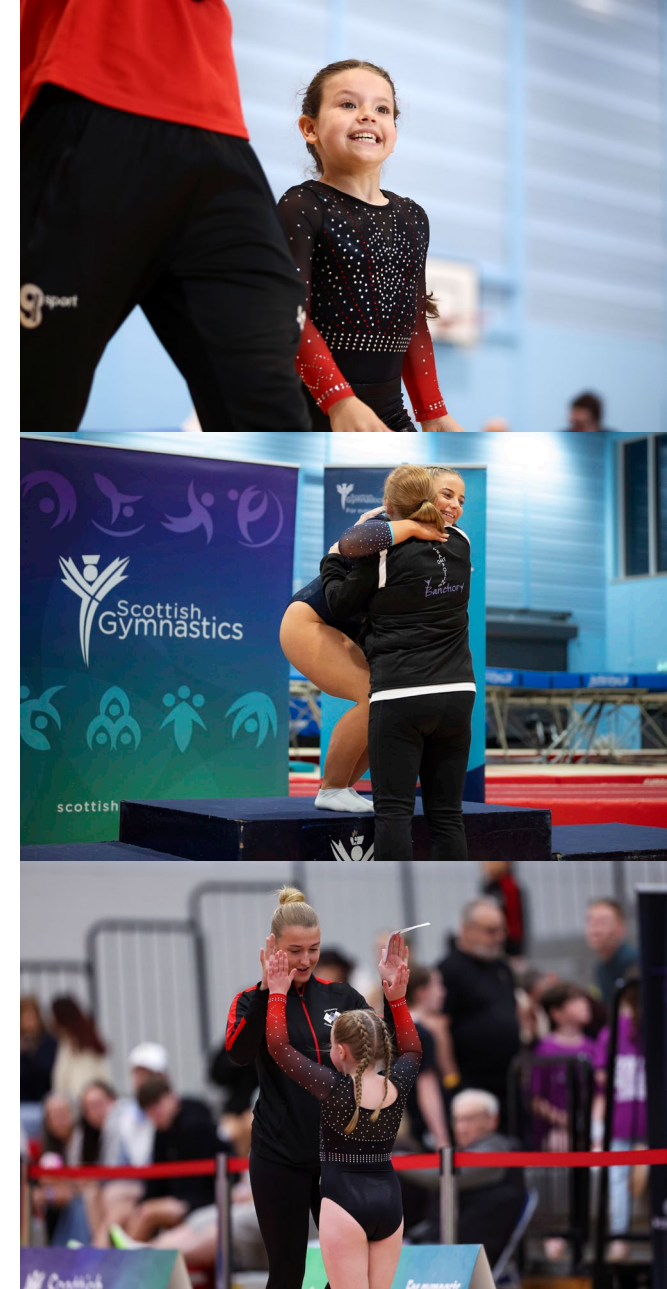
KEY RESPONSIBILITIES

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
- Contribute to a performance culture where gymnast wellbeing, safeguarding, learning and ambition are actively connected
- Promote behaviours that protect gymnasts, coaches, parents and staff in performance settings
- Comply with mandatory training and responsibilities in safeguarding, athlete wellbeing, health and safety, anti-doping and clean sport

MONITORING, EVALUATION AND INSIGHT

- In partnership with the lead manager, implement systems to monitor and evaluate individual gymnast plans and progression
- Evaluate the effectiveness of programme activity, club interventions and development plans from an athlete journey perspective
- Use performance data and pathway insight and international standards to inform progression, programme decisions, and competition strategy
- Monitor international standards to inform programme entry, progression and competition strategy
- Input into reports to senior leadership and board on strategic and operational progress



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KEY RESPONSIBILITIES

BUDGET MANAGEMENT

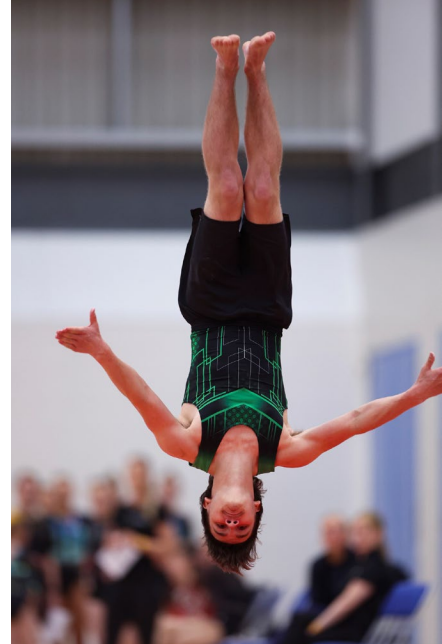
- Support budget management process by working closely with the lead manager and performance officers to ensure effective and appropriate use of funds to support programme delivery

REPRESENTING SCOTTISH GYMNASTICS

- Represent Scottish Gymnastics in national and international settings with credibility and professionalism
- Follow the expected behaviours in the Scottish Gymnastics code of practice for coaches and officials, challenging or reporting concerns where expectations are not met.
- 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



PERSON SPECIFICATION

CRITERIA/ATTRIBUTES

ESSENTIAL

DESIRABLE

QUALIFICATIONS

- Level 5 high-performance coach qualification in trampoline, or country equivalent
- Scottish Gymnastics safeguarding training (or completed through induction process if country equivalent not available)

SKILLS AND ABILITIES

- Able to demonstrate management and leadership skills and evidence decision making and critical thinking
- Ability to lead, influence and collaborate with coaches, athletes, technical leads, support staff and partners
- Ability to develop, review and monitor gymnast development plans in partnership with coaches, gymnasts and support staff
- Excellent communication, organisation, collaboration and relationship-building skills
- 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)

KNOWLEDGE & EXPERIENCE

- Significant experience coaching or leading within trampoline performance, pathway or talent development environments
- Strong technical understanding of gymnast development, skill progression, physical preparation and competition readiness
- Experience supporting coaches and clubs through observation, feedback, planning and practical in-gym technical support
- Understanding of how training environments influence performance development, including culture, safety, equipment use, planning, wellbeing and daily training standards
- A broad understanding of all aspects of technical performance solutions (coaching, science, medicine and technology) (I)
- A comprehensive understanding of the medical and scientific support needs of high-performance athletes (I)

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PERSON SPECIFICATION

CRITERIA/ATTRIBUTES

ESSENTIAL

PERSONAL QUALITIES

- Have integrity, drive, enthusiasm and initiative
- Ability to offer creative solutions to situations
- Commitment to the development of gymnastics
- Excellent communication, organisation, collaboration and relationship-building skills

OTHER REQUIREMENTS

- Commitment to ongoing personal professional development
- Ability to travel across Scotland and work occasional evenings or weekends
- Occasional UK or international travel may be required
- Commitment to safeguarding, clean sport, inclusion, athlete wellbeing and professional conduct
- Ability to work on occasion away from home i.e., for training camps/international competitions
- Satisfactory PVG Scheme membership

APPLICATION DETAILS

APPLY

To apply, please submit your CV and a covering letter outlining your relevant experience, technical expertise and motivation for the role. Please include examples of how you have supported athlete development, coach development and positive performance environments.

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 21 October 2026.

For a confidential discussion about the role please email performance & pathway lead manager at kenny.more@scottishgymnastics.org or call on 07825 828863 to discuss further.

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.

RECRUITMENT TIMELINE

- Wednesday 21 October: closing date for applications
- Wednesday 28 October: in-person interviews (Edinburgh)



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scottishgymnastics.org

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