



SCOTTISH GYMNASTICS

National Coach - Women's Artistic Gymnastics

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

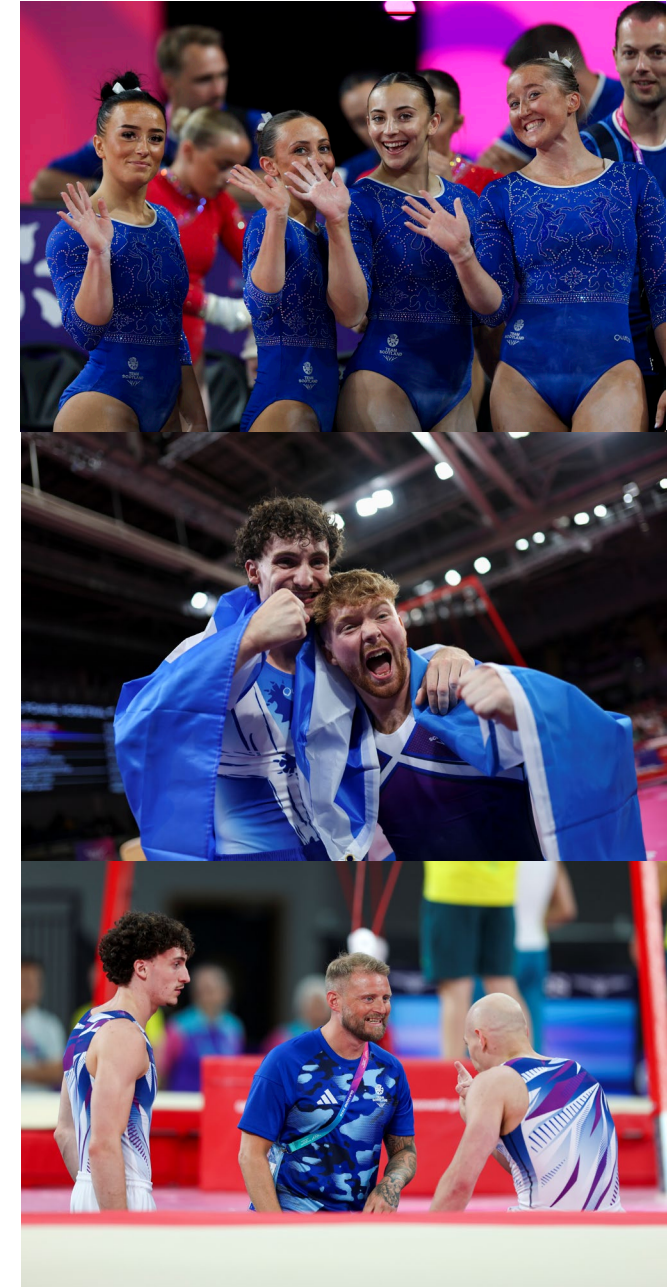
Everything we do is underpinned by our shared values. They shape our work and support us to embed a strong dynamic culture across our organisation.

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



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THE ROLE

STATUS

Full time

RESPONSIBLE TO

Lead manager performance and pathway

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

SUMMARY

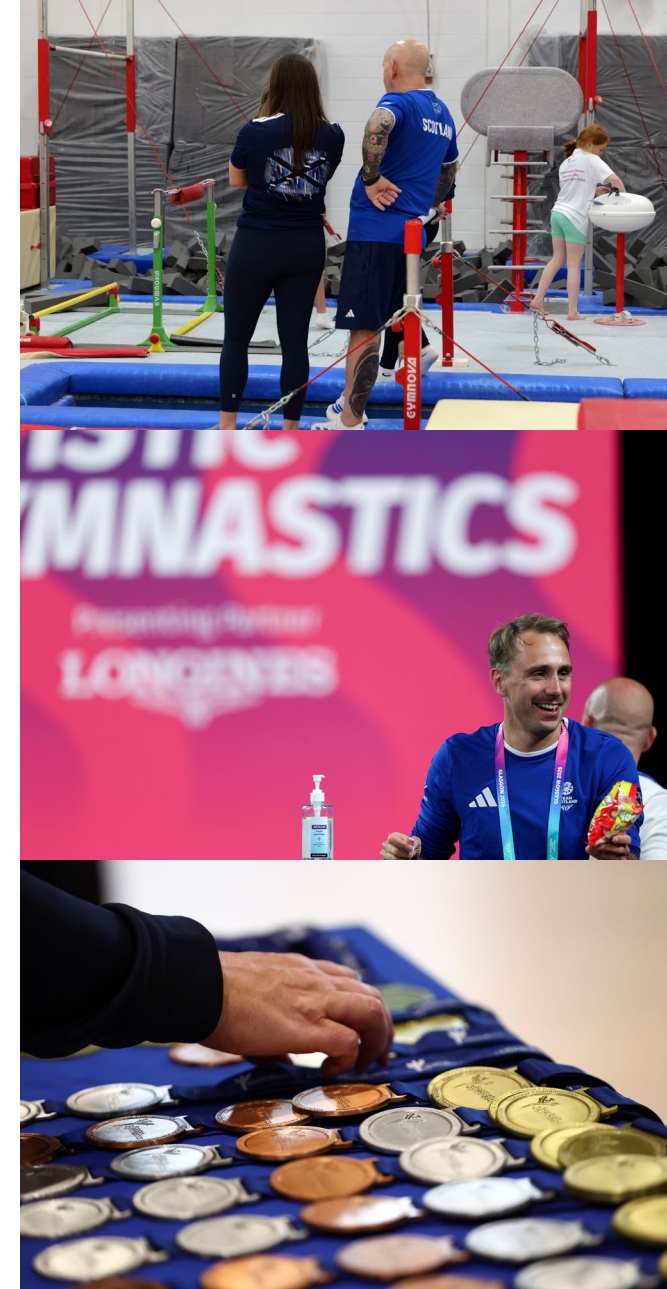
Scottish Gymnastics is looking for an inspiring and values-led national coach for women's artistic gymnastics to help shape the next stage of performance development across women's artistic gymnastics in Scotland.

This is an exciting full-time opportunity to influence the daily training environments that matter most to gymnasts and coaches. Working closely with the lead manager performance & pathway, artistic technical director, national pathway coaches, performance staff, personal coaches and performance clubs, the national coach will connect national programme activity with practical, meaningful support in clubs.

The successful candidate will bring strong technical expertise, energy and credibility, alongside a genuine commitment to athlete-centred development. They will help create environments where high standards, safeguarding, wellbeing, coach development and performance ambition are all part of the same positive culture.

PURPOSE

The national coach will lead and support national artistic gymnastics pathway activity while dedicating significant time to working directly with identified performance clubs. Through regular club visits, the postholder will provide hands-on technical support, help coaches and gymnasts shape clear development plans, and work with clubs to identify environmental upgrades that can improve daily training quality, gymnast confidence and long-term performance potential.



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KEY RESPONSIBILITIES

PERFORMANCE PROGRAMME DELIVERY

- Lead and deliver high-quality national pathway activity for women's artistic gymnastics (WAG), including camps, focus sessions, squad activity, experience days and preparation programmes aligned to pathway aims
- Create high-support, high-challenge environments that inspire gymnasts and coaches to learn, develop and perform across camps, clinics, club visits and development opportunities
- Collaborate with the artistic technical director, lead manager performance & pathway and national pathway coaches to build connected programmes that nurture performance potential and talent across artistic gymnastics
- Support the planning and delivery of representative and international event opportunities for artistic 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

HIGH-PERFORMANCE ENVIRONMENTS

- Spend regular, intentional time in identified performance clubs, providing practical technical input, observing training environments, supporting personal coaches and strengthening the link between club delivery and national programme expectations
- Work with clubs, coaches and gymnasts to build, review and monitor individual gymnast development plans, using observation, data, feedback and regular check-ins to guide technical priorities, physical preparation, competition aims and wider support actions
- Support performance clubs identify realistic environmental upgrades that improve daily training quality, including technical planning, session structure, coach behaviours, athlete support systems, equipment use and safe, positive training culture



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KEY RESPONSIBILITIES

COACHING AND WORKFORCE DEVELOPMENT

- Create a positive coaching environment, 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 of personal coaches within the performance pathway
- Lead or contribute to technical resources, standards and shared expectations that support brilliant basics, physical preparation, skill progressions and long-term gymnast development
- Undertake mentoring, professional development and review with the artistic technical director and lead manager to support continued growth in the role

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 team 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

COLLABORATION AND STAKEHOLDER MANAGEMENT

- Work with clubs, coaches, practitioners, educational institutions and parents to strengthen the performance system
- Lead programme planning with relevant colleagues, ensuring camps, club support visits, logistics, communications, administration and reporting are completed effectively
- Support the development of the Brilliant Basics Blueprint within the gymnast development framework
- Build clear communication routes with parents, clubs, coaches and partners where relevant
- 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

MONITORING, EVALUATION AND INSIGHT

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

BUDGET MANAGEMENT

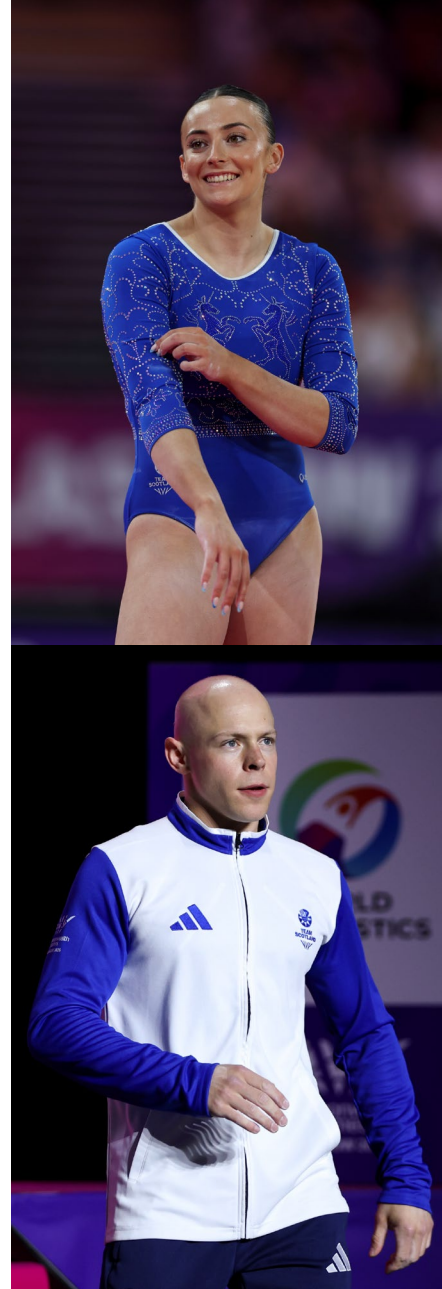
- Support budget management process by working closely with the lead manager and performance officer to ensure effective and appropriate use of funds to support programme delivery

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 women's artistic, 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
 - Lead and support coaches and clubs through observation, feedback, planning and practical in-gym technical support
 - 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
 - Adept at managing change

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)
 - A comprehensive understanding of the medical and scientific support needs of high-performance athletes

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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.

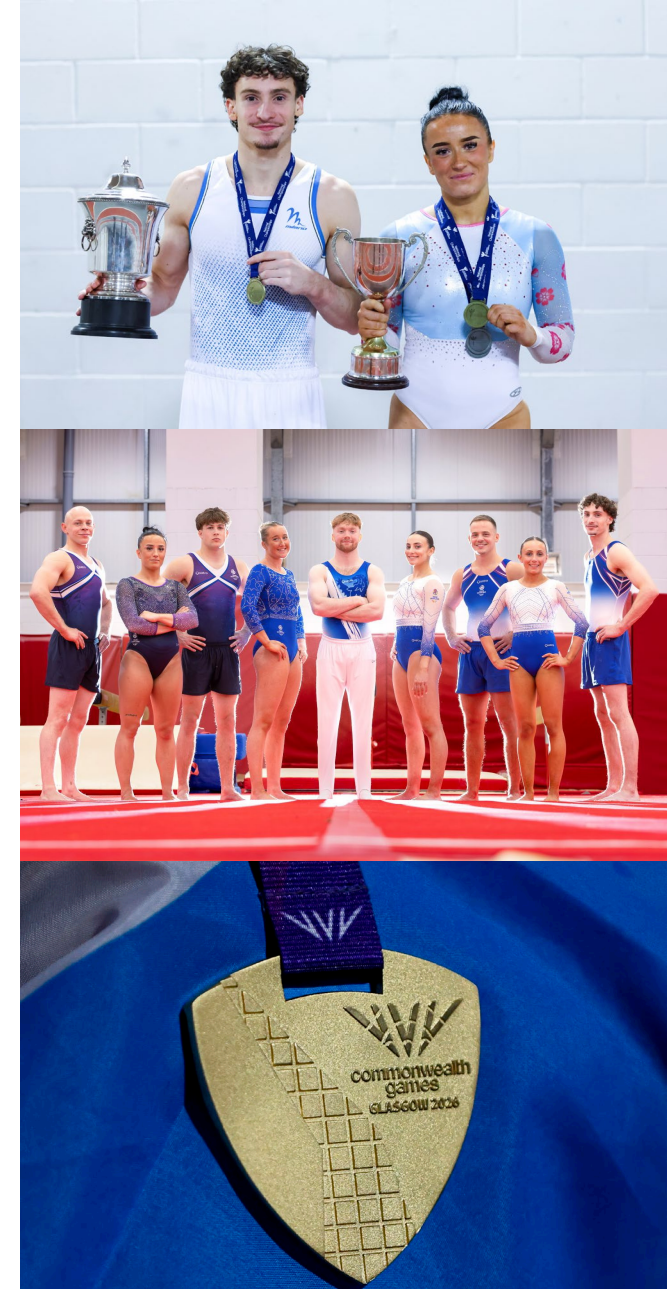
Scottish Gymnastics is an equal opportunities employer and welcomes applications from a diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith, or disability.

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 Thursday 22 October 2026.

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

RECRUITMENT TIMELINE

- Thursday 22 October: closing date for applications
- Thursday 29 October: in-person interviews (Edinburgh)



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Scottish Gymnastics | Telephone: 0131 392 8395

scottishgymnastics.org

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