Scottish Gymnastics

SCOTTISH GYMNASTICS

Development and Inclusion Manager

RECRUITMENT PACK

sport scotland
LOTTERY FUNDED



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 **sport**scotland, 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



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 nine disciplines and areas of participation.

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






















INCLUSIVE | SUPPORTIVE | ASPIRATIONAL

THE ROLE

STATUS	Full time
RESPONSIBLE TO	Lead manager development and education
RESPONSIBLE FOR	Development administrator (part-time)
BASE LOCATION	Craiglockhart Tennis Centre, Edinburgh Hybrid role includes working two days a week in the office
SALARY	£30,000 - £35,000

ROLE SUMMARY

Lead the development and delivery of strategic projects that increase participation, accessibility and inclusion across Scottish Gymnastics.

Working collaboratively with clubs, partners, education providers and national agencies, the role will drive

- organisational priorities in disability and para-gymnastics
- physical literacy and gymnastics as a foundation sport
- targeted inclusion initiatives that widen access and create sustainable participation pathways







KEY RESPONSIBILITIES

- Lead strategic projects that support Scottish Gymnastics' vision for an inclusive, accessible and enjoyable sport for all linked to the Moving to Inclusion framework.
- Develop and manage partnerships with national agencies, local organisations, education providers and community stakeholders to increase participation and strengthen gymnastics opportunities across Scotland.
- Support clubs and partners to develop sustainable programmes that engage people of all ages, abilities and backgrounds.
- Identify opportunities to secure investment, influence policy and enhance the profile and impact of gymnastics across key sectors.
- Monitor and evaluate project outcomes to demonstrate impact, inform future investment and support organisational learning.

MONITORING AND EVALUATING

- Provide regular monitoring and trend reports for senior leadership team, the board, and any other relevant body
- Work with colleagues in Scottish Gymnastics and sportscotland to establish a robust system for capturing and reporting data required for external agencies
- Ensure all work/projects have a monitoring and evaluation framework built into them







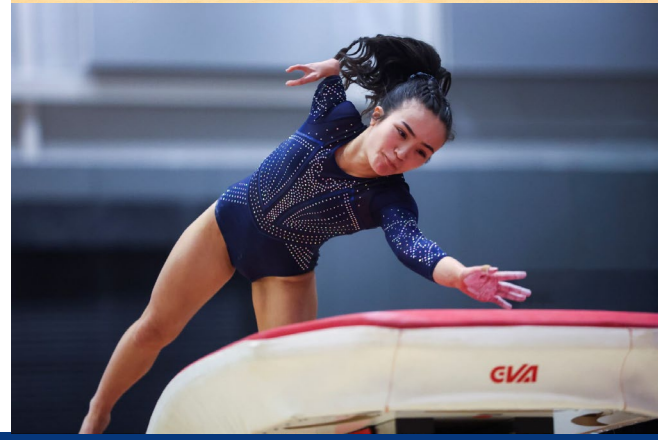
KEY OBJECTIVES

DISABILITY AND PARA-GYMNASTICS

- Lead the development and implementation of the Scottish Gymnastics Disability & Para-Gymnastics Action Plan 2027-2031, establishing a clear framework for growth, inclusion and pathway progression.
- Drive the expansion and geographical reach of disability gymnastics hubs to increase access and opportunities across Scotland.
- Work with clubs, education providers and partner agencies to develop a skilled, confident and inclusive coaching workforce.
- Create a connected athlete development pathway that supports progression from entry-level participation through to performance environments.
- Collaborate with technical committees and the events team to develop meaningful and inclusive competition opportunities.
- Support the development of a Paralympic-ready system, strengthening talent identification and progression pathways in partnership with organisations including Scottish Disability Sport, British Gymnastics and the further and higher education sector.
- Champion the integration of equality, diversity and inclusion principles across programme design, delivery and evaluation.
- Work closely with the disability and para-gymnastics technical expert to drive the delivery of strategic priorities and support the long-term growth of disability gymnastics in Scotland.







KEY OBJECTIVES

GYMNASTICS AS A FOUNDATION SPORT

- Lead the continued development and promotion of Brilliant Basics (foundations) as Scottish Gymnastics' foundation movement approach to developing the physical literacy of participants in clubs, schools and partner sites.
- Establish and embed a physical literacy approach across the organisation and beyond, positioning gymnastics as a key foundation sport that develops movement confidence and competence leading to lifelong participation.
- Support the growth and adoption of programmes such as Brilliant Basics and Rise Gymnastics across the community to enhance the participant experience and impact of gymnastics.
- Develop partnerships with education, sport and community sectors to increase the use of gymnastics-based physical literacy programmes across Scotland e.g., Active Schools, Girlguiding, Scouts etc.
- Shape and enhance learning resources, training and support packages for member clubs and delivery partners.
- Review and influence initial teacher training and workforce development opportunities for gymnastics within further and higher education institutions.
- Review and ensure gymnastics resources are available for teachers and create a process for continued workforce development opportunities.







KEY OBJECTIVES

INCLUSION AND PARTICIPATION GROWTH

- Lead the development of strategic partnerships that support underrepresented groups to access and engage with gymnastics
- Design and deliver targeted projects and campaigns that increase participation amongst priority audiences, including boys, women and girls, disabled people and other underrepresented communities as identified on an annual basis in line with strategic priorities of the organisation
- Work collaboratively with clubs, coaches, schools and community partners to create sustainable participation pathways into gymnastics
- Identify barriers to participation and develop innovative approaches that improve access, retention and progression
- Secure and manage partnerships that enhance the visibility, impact and reach of inclusion-focused programmes across Scotland
- Evaluate project impact and use insight and data to inform future participation and inclusion initiatives

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

CRITIERIA/ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	▪ Educated to a degree level or equivalent in a sports related or relevant subject or exceptional work experience ▪ Minimum of a Level 2 recognised qualification in any gymnastics discipline, or country equivalent ▪ Scottish Gymnastics safeguarding training (or completed through induction	▪ Sports development degree or equivalent ▪ HE/FE qualification in Sports Development/ Coaching or similar
SKILLS AND ABILITIES	▪ Ability to develop, review and monitor project plans in partnership with colleagues and key stakeholders ▪ Able to demonstrate management and leadership skills and evidence decision making and critical thinking ▪ Excellent communication, organisation, collaboration and relationship-building skills ▪ 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	▪ The ability to inspire and lead ▪ Adept at managing change

PERSON SPECIFICATION

CRITIERIA/ATTRIBUTES	ESSENTIAL	DESIRABLE
KNOWLEDGE AND EXPERIENCE	▪ Significant and demonstrable coaching experience within gymnastics across participation and development levels of the pathway ▪ Strong technical understanding of gymnast development, skill progression. ▪ Experience in club sport, including culture, safety, equipment use, planning, wellbeing and daily training standards ▪ Understanding of how to meet community need through an inclusive, holistic and person-centred approach.	▪ Experience coaching children with disabilities either within a gymnastics environment or other sport/educational set up ▪ Experience in working in youth sport ▪ Experience working with educational settings
PERSONAL QUALITIES	▪ A willingness to challenge opinion, where necessary, and to drive the child protection agenda ▪ The confidence and good judgment to manage situations relating to the poor conduct/behaviour of others towards a child ▪ Commitment to a child-centred approach to safeguarding ▪ Commitment to equality, inclusion and diversity ▪ Commitment to ongoing professional development	
OTHER REQUIREMENTS	▪ Commitment to ongoing personal and 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 and motivation for the role. Please include examples of how you have delivered against the role description.

Please email your application to hr@scottishgymnastics.org by Thursday 19 November 2026.

For a confidential discussion about the role please email lead manager development and education Sarah Logan at sarah@scottishgymnastics.org to arrange a suitable time to discuss the role 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

- Thursday 19 November at 9am: closing date for applications
- Thursday 26 November: in-person interviews in Edinburgh

Scottish Gymnastics

For everyone

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