



Gymnastics
Australia

Women's Artistic Gymnastics National Coaching and Performance Lead

Gymnastics Australia

SPORTSPEOPLE
RECRUITMENT



- **Lead the success of the Australian women's gymnastics team on the world stage**
- **Provide vision and leadership for WAG high performance gymnastics in Australia**
- **Enhance performance and wellbeing in partnership with athletes, coaches and clubs**
- **Flexible location (Melbourne, Sydney, Canberra or Brisbane preferred)**

About Gymnastics Australia

As the peak governing body for gymnastics in Australia, Gymnastics Australia (GA) is a not-for-profit member-based organisation with a Federated operating model supported by its State and Territory Associations. Gymnastics in Australia includes the disciplines of Acrobatics, Aerobics, Gymnastics For All, KinderGym, Parkour, Men's Artistic, Rhythmic, Trampoline, and Women's Artistic. Each discipline is governed and supported by a National Commission comprised of voluntary technical experts and community leaders. GA provides national frameworks, participation and competition pathways for each gymnastics discipline; as well as delivering national and international events; and providing training and professional development for the gymnastics workforce.

Providing services to 500+ clubs, 7000+ accredited coaches and judges, 800,000+ gymnasts, and gymnastics fans, the GA team is comprised of gymnastics experts, sport management and business leaders. With the head office located in the thriving sports precinct at Albert Park in Melbourne, GA also hosts National Training Centres at the Australian Institute of Sport in Canberra and in Brisbane that work to facilitate high performance pathways and support Australian gymnasts to compete at international benchmark events including World Cups, World Championships, the Commonwealth Games and the Olympic Games.

Vision - An inspiring gymnastics experience for every Australian

Mission - Gymnastics Australia grows the gymnastics community by fostering wellbeing and excellence in everything we do.

"We're looking for a world class gymnastics coach and high-performance leader to harness the full potential of Women's Gymnastics in Australia and drive the success of our team on the world stage" **Alistair Edgar, CEO**



Women's Artistic Gymnastics National Coaching and Performance Lead

Reporting to the General Manager of High Performance and Wellbeing, the Women's Artistic Gymnastics (WAG) National Coaching and Performance Lead is a key leadership position within Gymnastics Australia, tasked with driving WAG high-performance strategies and development of the WAG National Program. The role is critical in positioning Australian gymnastics for success at the LA 2028 Olympic Games, while laying the foundation for continued excellence at the Brisbane 2032 Olympic Games.

The primary responsibility of this role is to lead the WAG National Program, ensuring the effective implementation of the WAG Gymsport Plan, the LA 2028 Campaign Plan, and the Project Brisbane 2032+ WAG Pathways Plan. The position requires strong leadership and strategic oversight, coordinating high-performance projects, engaging with clubs and coaches, and enhancing athlete capabilities to secure podium success on the international stage.

With a focus on both short-term results and long-term sustainability, the WAG National Coaching and Performance Lead is responsible for developing and nurturing a well-structured athlete pipeline, optimising athlete training environments, and fostering a performance culture aligned with Gymnastics Australia's Inspire 2032 strategy. This role requires an individual with a clear vision for the future of Women's Gymnastics in Australia and the ability to execute complex programs with a system-wide approach.

The role is both challenging and rewarding, offering the opportunity to directly influence the success of the Australian Women's Artistic Gymnastics team at key pinnacle events, including the Olympic Games. The ability to quickly build credibility and collaborative relationships with internal and external stakeholders, including athletes, coaches, and high-performance staff, is essential for the role's success. An unwavering commitment to building a cohesive, sustainable high-performance culture with wellbeing at the forefront will be key to achieving sustained success for the Australian team.

Whilst this is not a hands-on coaching role, significant WAG technical expertise is required, paired with strong, inspirational and collaborative leadership skills to guide a team of world class coaches.

To be successful in this role, the ideal candidate will bring proven experience in WAG high-performance coaching and leadership at a national or international level, with a track record of developing and implementing successful high-performance strategies. A deep understanding of the needs of athletes, coaches, and the broader high-performance gymnastics community, combined with the ability to lead and inspire others, is critical. Excellent communication and relationship-building skills, alongside a commitment to athlete wellbeing and development, will ensure alignment with the overarching goals of Gymnastics Australia.



Key Responsibilities

WAG High-Performance Planning & Leadership

- **National Program Oversight:** Lead the implementation of the WAG National Program, ensuring alignment with the LA 2028 and Brisbane 2032 campaign plans, GA HP Strategy and Inspire 2032.
- **Leadership Team Formation:** Establish a fit-for-purpose leadership structure and network enabling a culture of collaboration and strategic alignment across all key stakeholders.
- **High-Performance Coordination:** Work in partnership with the WAG National Commission, overseeing initiatives that strengthen the National system, coach and athlete development frameworks and pathways.
- **Club and Coach Collaboration:** Partner with clubs and high-performance coaches to build athlete and coach capacity, optimise training programs, and enhance athlete development pathways, ensuring a strong foundation for future international success.

Olympic Preparation and Athlete Development

- **Benchmark Event Preparation:** Oversee National Training Camps and strategic competition planning to ensure optimal athlete preparation for and performance at World Championships, Commonwealth Games, and the LA 2028 Olympic Games.
- **International Pathways:** Support the WAG National Performance Pathways Lead (NPPL) ensuring that Australia's emerging elite gymnasts and coaches receive valuable domestic and international exposure, optimal developmental methodologies, and clear progression toward the Brisbane 2032 Games.

- **Holistic Performance Planning:** Collaborate closely with clubs, coaches, STA high-performance staff, and performance support teams to implement best-practice, individualised training and performance plans. This includes providing oversight and input into the Individual Learning and Performance Plans (ILPPs) of Categorised athletes, with a strong focus on achieving the performance goals outlined in the LA 2028 Campaign Plan.

Collaboration & Continuous Improvement

- **Cross-System Collaboration:** Promote collaboration between high-performance coaches, athletes, clubs and support teams, and other Olympic Gymsports, to ensure the sharing of best practices across the performance pathway, effective delivery of the LA 2028 Campaign Plans, and the overall advancement of gymnastics in Australia.
- **Fostering Teamwork:** Cultivate strong, positive relationships between all stakeholders, including clubs, coaches, athletes, and performance support teams, to ensure an integrated and cooperative approach to athlete development and National program execution.
- **Continuous Improvement:** Ensure the ongoing review and evolution of coaching strategies, athlete development pathways, and performance planning in alignment with international trends and best practices. Implement a feedback loop that incorporates insights from athletes, coaches, and performance support teams to drive measurable improvements at every level.

Operational and Administrative Responsibilities

- **Strategic Planning & Campaign Delivery:** Lead the development and implementation of quadrennial and annual operational plans, including campaign strategies, to drive the success of the WAG National Team and align with the broader goals of the High-Performance (HP) Plan and Inspire 2032 strategy.
- **Selection Process Oversight:** Assist with the development, implementation, and timely communication of objective and transparent selection policies and processes, ensuring fairness and clarity in the selection of athletes for WAG national teams, with a focus on the LA 2028 Olympic Campaign.
- **Wellbeing Frameworks Implementation:** Ensure the effective implementation of wellbeing initiatives and frameworks designed to support the physical and mental wellbeing of Australian WAG team athletes, coaches, and officials, equipping them with the tools necessary to perform at their peak in training and competition environments.



Key Performance Indicators

Every member of the Gymnastics Australia team contributes to the delivery of the national Key Performance Indicators (KPI). The WAG National Coaching and Performance Lead contributes specifically to the following INSPIRE 2032 KPI:

- 80%+ of gymnasts feel they are supported to achieve their goals in the sport
- Win medals at and leading up to the Brisbane2032 Olympics
- Qualify a record number of individuals and teams and achieve historic best performances across all disciplines in Brisbane 2032
- Achieve podium or equivalent places for non-Olympic disciplines at benchmark events between 2030-32
- 80%+ coaches and judges feel they have the capabilities required to best serve the interests of the sport

High Performance and Wellbeing Team Profile

Primary Customers

- Australian Team Athletes, Coaches, Judges
- Clubs Providing Athlete Daily Training Environments
- Emerging Athletes and Coaches
- National Commissions, Selection Panels

Primary Stakeholders

- Australian Sports Commission, Commonwealth Games Australia, Australian Olympic Council
- Service Partners and Suppliers
- State and Territory Association High Performance Staff
- International Federations
- Athlete Families

Staff

- High Performance Operations
- Performance and Wellbeing
- National Coaches

Core Services

- Athlete Performance and Wellbeing
- International Competitions
- Delivery of National Training Centre(s)
- High Performance Club Support
- Tours, Camps and Clinics
- Workforce Development

Budget and Resources

- Responsible for the expenditure and acquittal of program budgets as directed by the General Manager of High Performance and Wellbeing.



Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

Essential

- Relevant high performance gymnastics coaching qualification recognised by a National Federation and / or FIG, and ability to demonstrate alignment to the ASC modern coach approach.
- Significant experience working with athletes and coaches in high performance Women's gymnastics
- Demonstrated success as a Head Coach, Program Director or similar within high performance Women's gymnastics in Australia or internationally.
- Experience in leading athletes and coaches to medal winning success domestically or internationally.
- Proven experience in a high-performance leadership role within WAG at the national or international level.
- Demonstrated success in leading and developing a high-performing WAG team, with a focus on empowering and mentoring coaches and athletes to foster a cohesive and collaborative team culture, driving success through Winning Well.
- Strong ability to design, implement, and lead WAG high-performance plans aligned with key campaign outcomes, including the ability to bring WAG stakeholders together to achieve common objectives in support of the LA 2028 and Brisbane 2032 campaigns.

- Proven experience in implementing high-performance campaigns and leading teams to achieve success at major competitions, including Olympic Games, World Championships, or similar pinnacle events.
- A successful track record of cultivating a culture that prioritises athlete wellbeing, while optimising performance pathways that lead to sustained success in Women's Artistic Gymnastics.
- Demonstrated ability to address and resolve challenges effectively, maintaining integrity and ensuring the welfare of athletes and staff is never compromised.
- Excellent operational and administrative skills, including experience the logistical coordination of a national programs and training camps.
- Strong stakeholder engagement and communication skills, with the ability to build and maintain relationships with athletes, coaches, Gymnastics Australia staff, and external partners enhancing collaboration and WAG National Program delivery.
- Valid and current Working with Children Check.

Preferred

- FIG Brevet Coach Accreditation in WAG or a FIG Level 3 Academy Accreditation and eligible for Brevet Coach Accreditation.
- Experience as a WAG National Coach, or in a WAG senior coaching leadership role, within a top 12 ranking National Gymnastics Federation.
- Adaptable, with the proven ability to modify coaching and leadership style to different cultures and contexts without compromising performance or wellbeing.
- Relevant tertiary qualifications in sport science, sport management, coaching, or leadership, with ongoing professional development in high-performance sport.

Values Alignment

Collaboration

- Set the team and organisation up for success, be helpful, and openly share information
- Actively seek opportunities to work together with staff, stakeholders and members
- Listen generously, share what you have heard and learned from others

Excellence

- Seek feedback and data to continually improve what we do and how we do it
- Invest time and energy into your own learning and development, reflect, and be open to feedback
- Focus on your key performance indicators, stick to the strategy

Respect

- Prioritise the safeguarding of children and young people, and protect the integrity of gymnastics
- Provide outstanding customer service, design and deliver exceptional customer experiences
- Build meaningful relationships with your colleagues, members and stakeholders

Hours of Work

This is a permanent full-time position. Gymnastics Australia generally operates during business hours however this role requires a high level of flexibility, including the ability to work non-traditional hours and weekends as needed. Be prepared to adjust schedules and commitments to accommodate the delivery of the WAG National program and provide service to the WAG HP Community.

Location and Travel

The location of this position is flexible along Australia's East Coast, with a Melbourne, Sydney, Canberra or South East Queensland base preferred. The Gymnastics Australia office is in Melbourne and there are State and Territory offices based in most capital cities. Gymnastics Australia's National Training Centre is located in Canberra, and member clubs provide daily training environments for Australian team members across numerous locations.

Gymnastics Australia offers hybrid and flexible working arrangements with set days in the office and remote working days upon mutual agreement.

The role requires a significant amount of domestic and international travel.

Remuneration Guide

A market competitive executive level remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

Residency and Immigration

Gymnastics Australia will consider candidates who meet work visa requirements (with or without visa sponsorship) and will accommodate time for relocation should this be required prior to starting. Candidates requiring immigration assistance are asked to nominate this on the Application Form at the time of applying.

Timelines

Final interviews and the appointment of this role are scheduled for late August / early September, 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

Gymnastics Australia Website: gymnastics.org.au

Facebook: facebook.com/GymnasticsAustralia

Instagram: instagram.com/gymaustralia

LinkedIn: linkedin.com/company/gymnastics-australia

Policies:

- [Member Protection Policy](#)
- [Safeguarding Children & Young People Policy](#)

Commitment to Safeguarding Children and Young People

Gymnastics Australia is committed to protecting children and young people from harm. All employees are required to meet the behaviour standards outlined in our Member Protection and Safeguarding Children and Young People Policies.

As part of your role, you may be required to work with children and young people and make important decisions that affect them. It is your obligation to always ensure their safety and report any concerns that you have, in line with our commitment to the National Integrity Framework. You will be required to regularly provide the necessary working with children and police records.

Gymnastics Australia requires applicants that will work with children or young people to undergo a screening process prior to appointment. This may include interviews and reference checks. Please note that referees should;

- Be able to provide information about the applicant's suitability to work with children and young people
- Have known the applicant for at least 12 months and not be related to the applicant
- Be able to vouch for the applicant's reputation and character

Gymnastics Australia has zero tolerance when it comes to abuse of any kind and will take disciplinary action, including and up to termination of employment, should we determine that abuse has taken place or there has been a failure to report any suspected or alleged abuse in line with the National Integrity Framework.

Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications close: 11pm Sunday 17 August, 2025

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the “apply now” link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill** on **0408 258 337** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The WAG National Coaching and Performance Lead, Gymnastics Australia search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 29 years in 2025 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Gymnastics Australia as the exclusive search partner for the WAG National Coaching and Performance Lead position.

Globally connected - locally owned - since 1996

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.



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