



Sport Development Lead - Trampoline and Parkour Gymsports

Gymnastics Australia

SPORTSPEOPLE
RECRUITMENT



- **Newly created role - National Sport Organisation - Olympic sport**
- **Deliver innovative frameworks that drive participation growth and operational rigour across Trampoline and Parkour Gymsports**
- **Flexible location (Melbourne preferred), hybrid working**

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+ participants, 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 seeking someone deeply connected to the trampoline or parkour community, who is passionate about shaping the future of these exciting Gymsports. This role offers the opportunity to design and deliver innovative frameworks that drive long-term participation, strengthen structure and rigour, and enhance member experience." **Tom Humphries, Chief Operating Officer**



Sport Development Lead (TPR-PKR)

The Sport Development Lead (TPR-PKR) will lead and support the continued growth and development of Trampoline and Parkour Gymsports. Dedicated to working in partnership with the Trampoline National Commissions and Parkour Working Groups, the role ensures that organisational resources are focused on what matters most.

Parkour, the newest sport under the umbrella of the International Federation of Gymnastics, is famous for its chaotic energy and strong sense of community. This presents a unique blank-canvas opportunity to develop and implement a framework that both reflects the distinctive culture and needs of the parkour community and aligns with Gymnastics Australia's governance and delivery requirements.

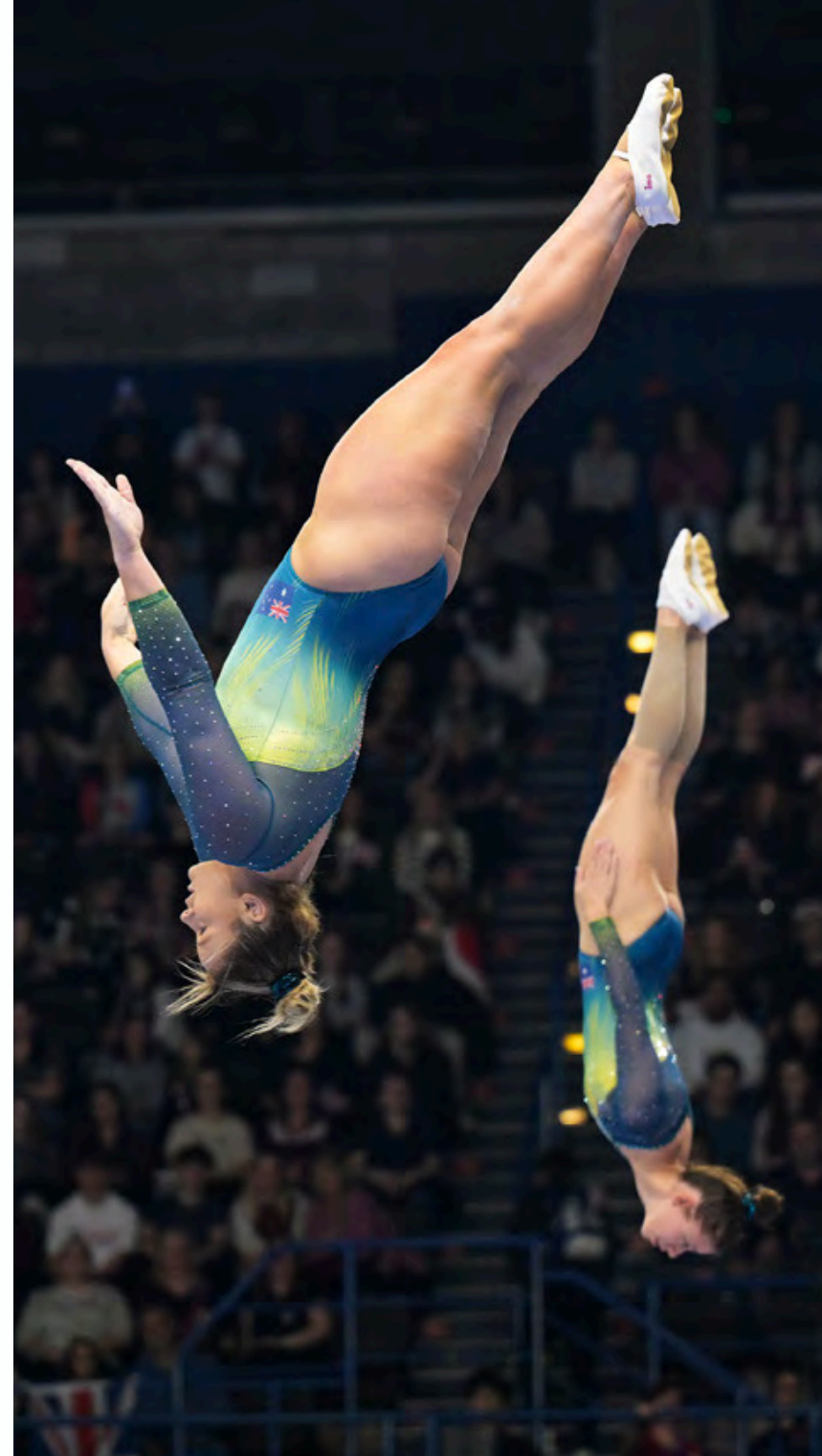
This position is the driver of gymnastics development through providing leadership, support, direction, and coordination of the Trampoline National Commission and Parkour Working Groups, working closely with all GA staff and committees to ensure effective integration and implementation of Gymsport growth and management activities. This requires strong stakeholder engagement and management skills and the ability to work with a volunteer workforce to achieve outcomes.

The Sport Development Lead (TPR-PKR) is an important member of the Membership Services team, and is fundamental to the success of gymnastics, interacting with members every day to deliver core services and build positive relationships with clubs, administrators, coaches, judges, participants and their families. The role will enable coach and judge learning and development as well as event delivery, participation growth, and exceptional customer service, working in close collaboration with State and Territory staff.

To be successful in this role, you will ideally bring demonstrated expertise in, or a strong connection to, parkour and/or trampoline sports, along with the ability to quickly build credibility and strong relationships within these communities. Acting as the eyes and ears for both parkour and trampoline, this role serves as a key conduit between all stakeholders involved in delivering these Gymsports. It requires the ability to engage positively with people at all levels, including volunteers.

With an innovative mindset and strong project management skills, you will be capable of designing, reviewing, and implementing long-term development and participation programs, policies, budgets, and strategic plans. Working within the framework of a federated sport system, your efforts will contribute to sustained participation and membership growth.

Ready to bounce into an opportunity like no other? This role empowers you to drive meaningful and lasting growth in Trampoline and Parkour Gymsports across Australia.



Key Responsibilities

Leadership

- Work effectively with the Membership Services team to provide dependable advice and support to the Gymnastics Australia Executive to enable delivery of the strategic plan
- Contribute in a proactive and emotionally intelligent manner to discussions, supporting an environment that encourages constructive challenges and debate
- Role model organisational values within Gymnastics Australia and across the broader gymnastics' ecosystem
- Provide reliable and consistent operational leadership

Strategic

- Review and evolve the Functional Statement and Technical Regulations for each National Commission, with engagement from key stakeholders and partners
- Contribute to the development of the annual budget for the Sport Development team, working closely with the Trampoline National Commission and Parkour Working Groups to provide optimal value for money for members
- Contribute to membership and gymsport reporting for the Board and CEO ensuring ongoing alignment to strategy, optimal financial and business performance
- Contribute to the development and implementation of projects, products, and services that best positions the organisation to service State and Territory Associations and the gymnastics community

Stakeholder Engagement and Relationships

- Build and maintain effective relationships with Gymsport Commissions, State and Territory Committees, and service providers including the Australian Sports Commission, community and social impact partners, and third-party service providers.
- Continually build efficiencies and enhance value for Gymnastics Australia members through provision of project and program services with National Commissions, GA staff and State and Territory Associations
- Deliver exceptional internal customer service for national and state staff, and in doing so, set the standard for how the organization provides services to members
- Support communication between the National Commissions and their respective gymsport community in an effective and transparent manner aligned with GA guidelines
- Engage with teams and individuals across the organization in ways that build capabilities in the areas of project and event delivery, education and community engagement
- Continually build enhanced value for the gymnastics community by engaging with State and Territory Associations, National GymSport Commissions, Technical Members, Clubs, Athletes, and Subject Matter Experts in the delivery of exceptional customer service

Operational and Administrative

- Support the production of accurate and timely reports including monthly registration data and insights, project and risk updates, social impact measurements and community demographics
- Provide secretariat services to the National Commissions, ensuring relevant GA staff are invited to meetings, and appropriate minutes and notes are recorded
- Lead the iterative development and improvement of programs, products and services for the Trampoline and Parkour communities.
- Support the development of annual GymSport workplan, resourced and aligned with the Inspire 2032 national strategy
- Ensure organisational policies and procedures are in place and implemented effectively, make recommendations as necessary to ensure relevance and compliance
- Work in partnership with the Membership Services team to ensure that priority projects are well planned and resourced



Key Performance Indicators

Every member of the Gymnastics Australia team contributes to the delivery of the national Key Performance Indicators (KPI). The Sport Development Lead (TPR-PKR) contributes specifically to the following INSPIRE 2032 KPIs:

- 80%+ of our gymnastics community feel they belong in our sport
- We are achieving a 30+ Net Promoter Score from our clubs and members
- We increase total number of members by at least 50%
- We can double the average tenure of gymnasts in the sport
- Grow the number of paid and volunteer staff in line with that required to deliver high quality services to our membership base.
- 80%+ coaches and judges feel they have the capabilities required to best serve the interests of the sport

Membership Services Team Profile

The Membership Services Team provides exceptional customer service to the Gymnastics Community, national and state staff, and ensures that the products and services offered by Gymnastics Australia positively contribute to the growth of gymnastics in Australia. The team support coach and judge learning and development working in close collaboration with the State and Territory Association (STA) colleagues.

The team is dedicated to the growth and development of every Gymsport, working in partnership with our National Gymsport Commissions and ensuring that organisational resources are focused on what matters most.

Primary Customers

- Gymsport Commissions
- Technical Members (Judges & Coaches)
- Trampoline and Parkour community members
- State and Territory Association Staff
- Affiliated Clubs

Primary Stakeholders

- Subject Matter Experts
- Internal GA Staff
- STA Staff

Staff

- National Gymsport Commissions
- Sport and Club Development
- School Development
- Club and Member Services
- Education, Learning, and Development

Core Services

- Gymsport Management
- Member Engagement and Communication
- Education, Learning and Development
- Sport Growth and Development

Budget and Resources

- This role has no responsibility for direct budget responsibilities



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 tertiary qualifications in Sport Management, Sports Administration or relevant work with high performing organisations
- Strong business and commercial acumen, analytical, critical thinking and problem-solving skills
- A track record of working with others to ensure alignment on priorities and planning as part of day-to-day operations
- Outstanding customer service, interpersonal and communication skills
- High degree of computer literacy and digital systems proficiency
- Valid and current Working with Children Check and Police Check

Preferred

- Post-graduate qualifications in education, business, sports management or related field
- Experience working in gymnastics or high performing environments within sport, not for profit or commercial sectors
- Working knowledge of the Australian sport system

Values Alignment

Collaboration

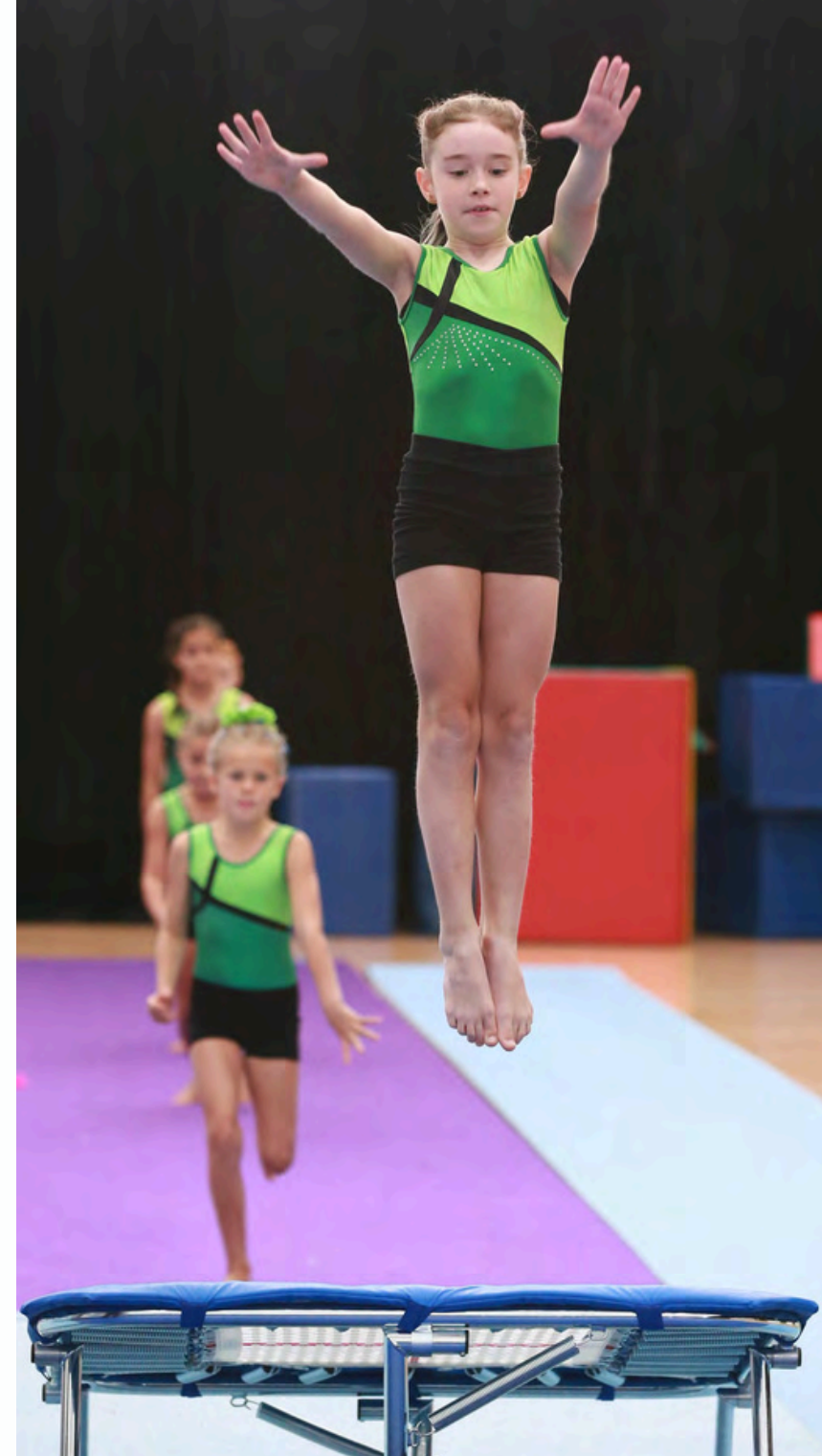
- Set the team and organisation up for success, be helpful, and openly share information
- Actively seek opportunities to work together with staff, stakeholders and members
- Listen generously, share what you have heard and learned from others

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



Location

While it is preferred the role will be based at Gymnastics Australia's office in Albert Park, Melbourne, merit candidates located anywhere within Australia will be considered. Candidates will be required to work set days from an office (either the GA office, a relevant State/Territory Gymnastics office, or similar).

Hours of Work

This is a permanent full-time position. Gymnastics Australia generally operates during business hours Monday-Friday.

There are State and Territory offices based in most Australian capital cities. Gymnastics Australia offers hybrid and flexible working arrangements with set days in the office (minimum 3 days per week) and remote working days upon mutual agreement.

Remuneration Guide

A market competitive 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

Candidates must be an Australian or resident with a legal right to reside and work in Australia in order to be considered for this position.

Timelines

Final interviews and the appointment of this role are scheduled for October, 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods, the holiday period 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

GA National Risk Protection Programme: gymnastics.org.au/insurance

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.

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 Now 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 or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Sport Development Lead (TPR-PKR), 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 Sport Development Lead (TPR-PKR) position.

Australian owned - globally connected - 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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