

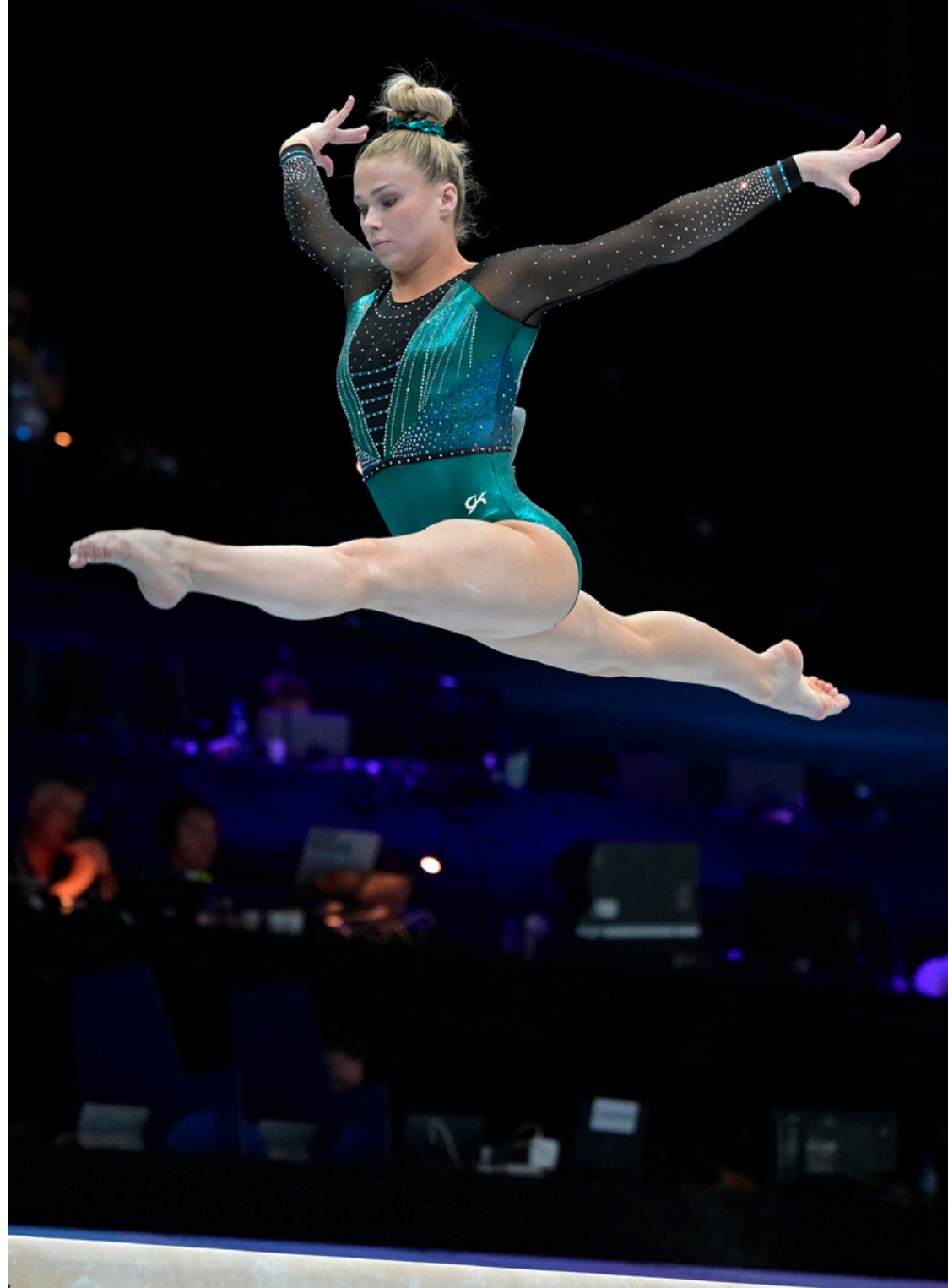


**Gymnastics**  
Australia

**General Manager  
High Performance  
and Wellbeing**

Gymnastics Australia

**SPORTSPEOPLE**  
RECRUITMENT



- **Lead the domestic & international High Performance strategy and operations across all seven gymnastics disciplines**
- **Guide the wellbeing and performance of the Australian gymnastics team**
- **Flexible location (Melbourne, Canberra or Brisbane preferred)**

## About Gymnastics Australia

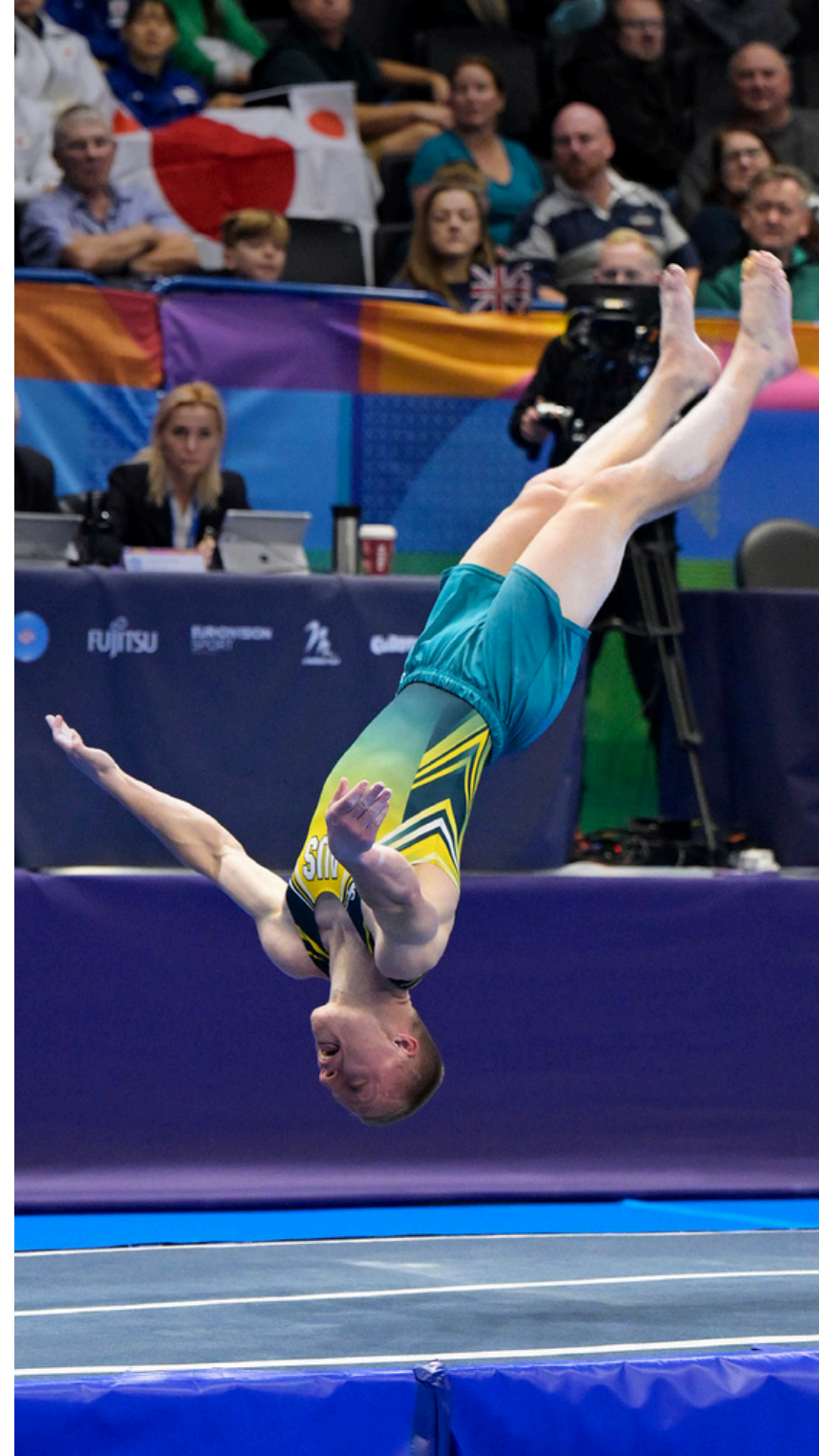
As the peak governing body for gymnastics in Australia, Gymnastics Australia (GA) is a not-for-profit member-based organisation with a Federated operating model supported by its State and Territory Associations. Gymnastics in Australia includes the disciplines of Acrobatics, Aerobics, Gymnastics For 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 dynamic high performance leader to build a sustainable holistic HP system and strategy to ensure the success of Australian gymnasts on the world stage, working towards Brisbane 2032"* **Alistair Edgar, CEO**



# General Manager High Performance and Wellbeing

Reporting directly to the CEO, the General Manager High Performance and Wellbeing is an executive leadership position with a priority focus on the wellbeing and performance of the Australian gymnastics team, and oversight of domestic and international high performance operations across all gymnastics disciplines. The primary purpose of this role is to ensure the success of the Australian team on the world stage and to build a sustainable and prosperous system for high performance gymnastics in Australia that inspires and brings benefit to all members.

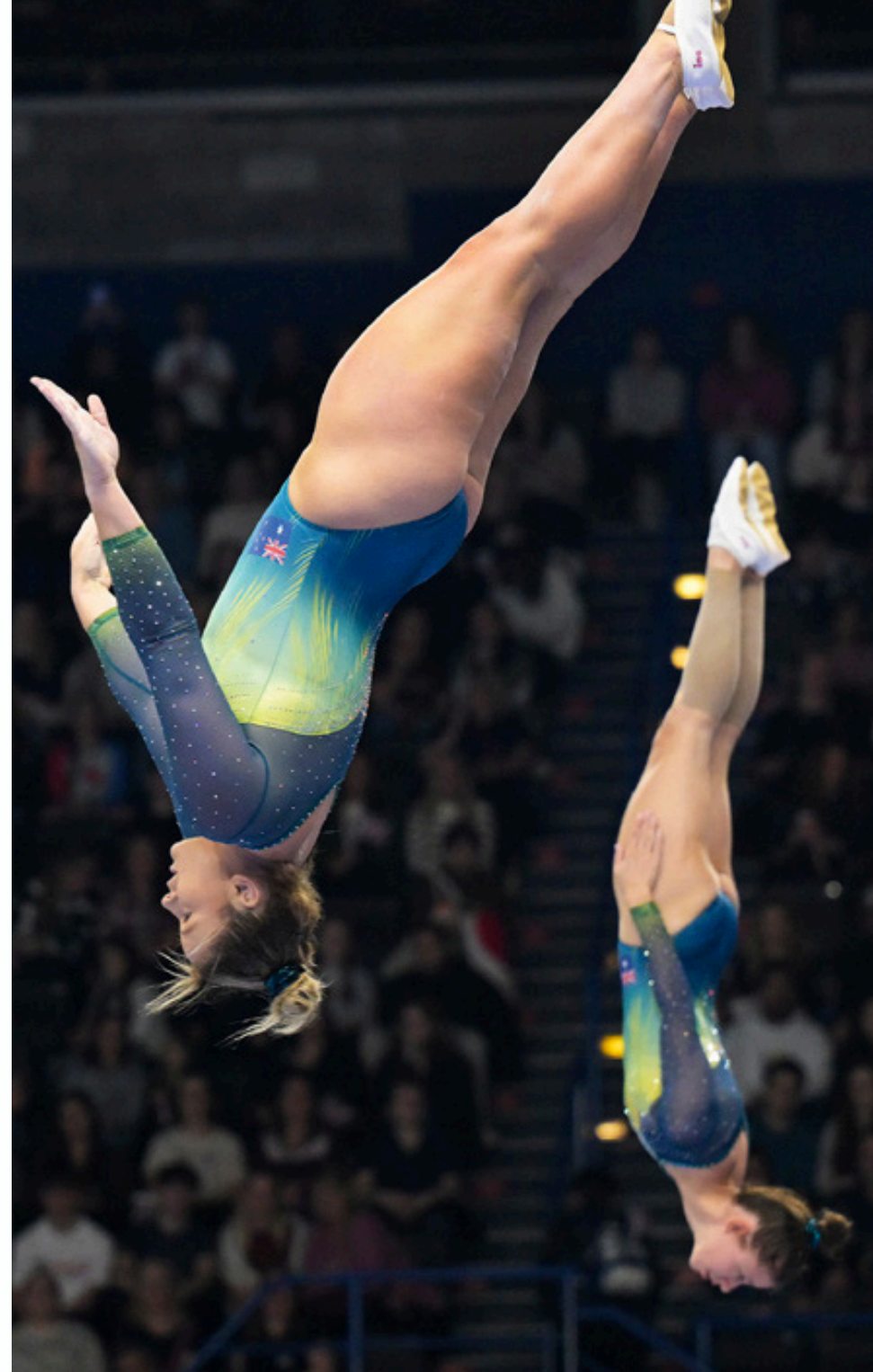
Working effectively at both the executive and operational level, the role supports a team of direct reports within the High Performance and Wellbeing Team, which delivers Australia to international events, with wellbeing at the forefront, ensuring athletes, coaches, judges and clubs are setup for long term success. The team supports clubs invested in high performance and contributes to workforce development, with the aim of identifying and supporting emerging leaders and future Australian team representatives. The team also manages the end-to-end logistics of Australian team travel, and coordinates training camps and clinics for all Gymsports.

To be successful in this role you will be an experienced high performance leader at an national or international level with proven success in building HP systems and programs that promote wellbeing and support holistic athlete pathways and performance to achieve success at key pinnacle and benchmark events.

The role requires excellent communication and negotiation skills with the ability to swiftly build relationships and credibility with international level athletes, coaches, staff and a variety of other stakeholders. As this role manages a significant business unit, proven experience at the executive level including process driven operational management, budgeting and strategic planning is a must.

A technical understanding of gymnastics is preferable, but not mandatory. What is essential is the ability to build a cohesive team culture for both staff and athletes to actively embrace wellbeing as a key pillar for achieving sustained high performance success.

This role presents a unique opportunity to make a positive impact on an Australian Olympic high performance program both strategically and operationally.



# Key Responsibilities

## Leadership

- Lead the design and delivery of a prosperous and sustainable system for high performance gymnastics in Australia, promoting daily training environments and pathways that prioritise wellbeing and nurture talent
- Provide overall leadership, and drive a culture of working together with a broad range of staff and stakeholders across all gymnastics disciplines to achieve alignment and commitment to a shared vision of success
- Facilitate the success of the Australian gymnastics team on the world stage at benchmark and pinnacle events including World Cups, World Championships, Commonwealth Games and the Olympic Games
- Work effectively with the Executive Leadership Team to provide dependable advice and support to the CEO and Board to enable delivery of the strategic plan
- Contribute in a proactive and emotionally intelligent manner to Executive Leadership Team and State CEO discussions creating an environment that encourages constructive challenge and debate
- Lead and role model organisational values within Gymnastics Australia and across the broader gymnastics ecosystem

## Strategic

- Adopt of whole-of-system and long term (multiple Olympic cycles) outlook to ensure there is appropriate focus on both current-day and future Australian team members and programs
- Oversee the development and implementation of the Gymnastics Australia High Performance Plan, ensuring alignment to organisational strategy and optimal use of resources

- Drive and instil world leading high performance system design and practices, strategically and culturally, to optimise the potential of the Australian gymnastics team including athletes, coaches and officials, to achieve sustained success on the world stage
- Design a system and ways of working aligned to the Australian Sports Commission Win Well strategy promoting continuous improvement and wellbeing through an athlete centred holistic approach
- Draw on and optimise experience and knowledge of world leading high performance systems to educate and develop capability across the Australian gymnastics environment

## Stakeholder Engagement and Relationships

- Provide executive and secretariat support to the High Performance Sub-committee and Athlete Commission in close partnership with the CEO and Company Secretary
- Work openly with other Gymnastics Australia teams, State and Territory Associations to ensure overall strategic integration and effectiveness
- Partner with State high performance staff and member clubs invested in high performance to ensure alignment, role clarity and best possible use of resources within the system
- Maximise relationships with the Australian Institute of Sport and the State Institute Network to achieve integrated performance support services and athlete management systems that best serve the interests of the Australian gymnastics team

- Facilitate the development and implementation of individual performance and wellbeing plans for Australian team members and categorised athletes that are regularly evaluated and updated
- Partner with Australian team coaches to implement individual learning and development, and wellbeing plans that are regularly evaluated and updated
- Provide support and work in partnership with National Commissions and Selectors to ensure appropriate and adequate technical application of high performance plans and programs
- Strengthen relationships and collaboration between Gymnastics Australia and member clubs that provide the Daily Training Environment for athletes and promote international coaching pathways
- Establish and maintain links with high performance networks and programs within and outside of Australia, and within gymnastics and other sports, to understand global best practice

## Operational and Administrative

- Facilitate the development and implementation of quadrennial and annual operational and campaign plans and aligned budgets, utilising evidence-based frameworks
- Ensure that objective and transparent selection policies and processes are developed, implemented and communicated in a timely manner
- Oversee the implementation of wellbeing initiatives and frameworks designed to help Australian team athletes, coaches and officials attain their best possible physical and mental wellbeing

## Key Responsibilities (Continued...)

### Operational and Administrative (Continued...)

- Prepare and manage the overall high performance budget, ensuring compliance with deadlines and reporting requirements determined by funding partners and the Board
- Produce accurate and timely selection and performance reports and funding submissions ensuring compliance with deadlines and reporting requirements determined by funding partners and the Board
- Oversee the end-to-end delivery of planning, logistics and evaluation for Australian team attendance at international gymnastics events, and the provision of national training camps
- Drive the implementation and continuous improvement of national athlete pathways and programs that will underpin talent identification and nurture talent
- Oversee the operations and delivery of the National Training Centres in Canberra and Brisbane ensuring provision of world class daily training environments and outreach services to Australian team members and member clubs
- Ensure that management systems are in place to track, monitor and report progress against short and long-term performance of the Australian gymnastics team against key performance indicators
- Support the delivery of national gymnastics events, coach education programs, club development activities and national marketing campaigns ensuring alignment and integration with the Gymnastics Australia High Performance Plan

## Key Performance Indicators

Every member of the Gymnastics Australia team contributes to the delivery of the national Key Performance Indicators (KPI). The General Manager High Performance and Wellbeing 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 Brisbane 2032 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

- Direct responsibility for high performance budget (c. \$3.3m) based on the 23-24FY.

# 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

- Proven experience as a National Performance Director within the Australian sporting system (or equivalent domestic or international role)
- Previous success in leading high performing teams, empowering and mentoring staff and building a cohesive team culture
- Proven ability to formulate, design and execute a strategic plan, aligning stakeholders to achieve a common goal
- Experience in implementing campaigns and leading teams to achieve success at key pinnacle and benchmark events
- Success in building high performance systems and programs that promote wellbeing and support holistic athlete pathways and performance
- Proven ability to manage challenges and issues without compromising integrity
- Demonstrated operational, project management and administrative capability
- Outstanding stakeholder engagement, interpersonal and communication skills
- Ability to operate effectively at executive and operational levels
- Valid and current Working with Children Check

## Preferred

- Experience as an executive, or General Manager within a community, state or national sporting organisation
- Strong understanding of gymnastics or demonstrable aptitude to transfer relevant experience with other sports to gymnastics
- Relevant tertiary qualifications in sport science, sport management or leadership

# Values Alignment

## Collaboration

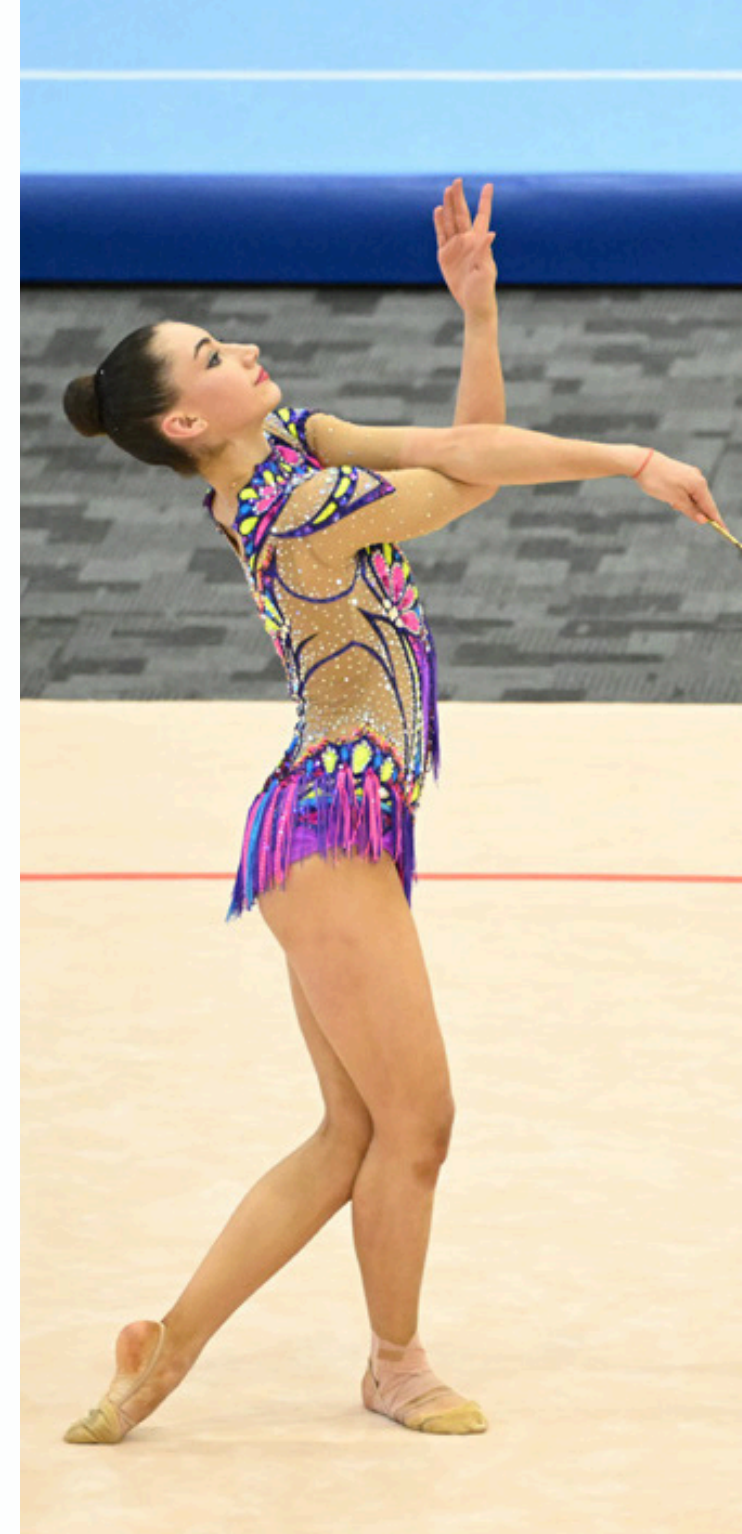
- Set the team and organisation up for success, be helpful, and openly share information
- Actively seek opportunities to work together with staff, stakeholders and members
- Listen generously, share what you have heard and learned from others

## 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 evening and weekend work is often required to accommodate the delivery of the sport, provide services to members and to support the activities of the Board.

## Location and Travel

The location of this position is flexible, with Melbourne, Canberra or Brisbane preferred. The Gymnastics Australia office is in Melbourne and there are State and Territory offices based in most capital cities. Gymnastics Australia has a National Training Centre in Canberra and Brisbane, and member clubs provide daily training environments for Australian team members across several 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

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 early March, 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](https://gymnastics.org.au)

Facebook: [facebook.com/GymnasticsAustralia](https://facebook.com/GymnasticsAustralia)

Instagram: [instagram.com/gymaustralia](https://instagram.com/gymaustralia)

LinkedIn: [linkedin.com/company/gymnastics-australia](https://linkedin.com/company/gymnastics-australia)



## 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:** 5pm Wednesday 19 February, 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](https://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](mailto:admin@sportspeoplerecruitment.com).

## About Sportspeople Recruitment

The General Manager High Performance and Wellbeing, 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 28 years in 2024 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 General Manager High Performance and Wellbeing 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.



**SPORTSPEOPLE**  
RECRUITMENT

**Gymnastics**  
Australia





Gymnastics  
Australia