

# Welsh Gymnastics Performance Programme Manager

Candidate Information Pack





# Overview of Welsh Gymnastics



Welsh Gymnastics is the national governing body for gymnastics in Wales, responsible for leading and supporting the sport across a range of disciplines including Artistic, Rhythmic, Trampoline, Tumbling, Acrobatic, Aerobic, TeamGym, and Gymnastics for All. As the foundation sport, gymnastics develops core physical skills that support lifelong participation in sport and active living.

Our ten-year plan, **Where Sport Begins**, sets out a clear vision to deliver an **uplifting, inclusive gymnastics experience for all** — one that is safe, enjoyable, and open to everyone. This ambition is driven by three strategic pillars: **People, Places, and Practices**.

At the heart of everything we do is a firm commitment to **safeguarding and wellbeing**. We are creating a culture where gymnasts feel safe, supported, and heard — with safeguarding embedded at every level of the sport.

Our **performance programme** supports talented athletes through clear, athlete-centered, coach-led pathways — enabling progression from grassroots to elite level. This structured, coach-led approach continues to deliver success, with recent Olympic representation showcasing the strength of Welsh talent on the global stage. Our strategy also focuses on **creating opportunities for everyone**, breaking down barriers to participation and nurturing a diverse, highly skilled workforce.



# The Role

As Welsh Gymnastics continues to build on its performance success — including multiple Commonwealth Games medals and increasing representation at Olympic level — we are seeking a dynamic and strategic Performance Programme Manager to help drive the next phase of our journey.

This pivotal role will help shape, lead and deliver a world-class, athlete-centered and coach-led performance pathway across all gymnastics disciplines. Aligned with **Goal 5** of our strategic plan, the successful candidate will be responsible for implementing and evolving the systems, structures, and support mechanisms that allow gymnasts to reach their full potential and achieve their personal best — from foundation stages through to international performance.

You'll work closely with the Executive Director for Performance, national coaches, and a range of partners including British Gymnastics and Sport Wales. You will also support the transition of gymnasts from development into performance pathways and ensure our programmes remain inclusive, sustainable, and aligned to the wider UK high-performance system.

This is a rare opportunity to make a lasting impact — supporting the next generation of Welsh gymnasts to thrive on the world stage, and ensuring that gymnastics continues to be a performance leader and a proud part of Welsh sport.

## **Main Purpose of the Role**

The Performance Programme Manager will lead the implementation of robust performance pathways across all disciplines, ensuring they are evidence-led, inclusive, and progressive. You will be a key figure in the development of regional and national performance structures and play an active role in aligning Welsh Gymnastics with British Gymnastics' performance framework and international best practice.

A strong focus will be placed on collaboration — working across internal teams, with clubs and coaches, and across disciplines — to ensure a coherent and consistent athlete journey. You will also support the performance culture of Welsh Gymnastics, upholding high standards in safeguarding, governance, and athlete wellbeing.



# Main Areas Of Responsibility

## **Pathway & Programme Leadership**

- Lead the development and delivery of clear performance pathways across all competitive gymnastics disciplines.
- Ensure our athlete pathways are athlete-centred and coach-led, with a strong emphasis on personal development, wellbeing, and performance.
- Facilitate progression and transition between development and performance environments in collaboration with the Development Team.

## **-Coach & Workforce Development**

- Support national coaches and contracted staff to deliver aligned and consistent performance programmes.
- Work with the Education and Training Team to identify and develop coaching talent to meet future performance needs.
- Promote a culture of continuous improvement and excellence within performance coaching and support teams.

## **Operational & Programme Delivery**

- Oversee the day-to-day operations of performance programmes including training camps, squad activity, and selection processes.
- Lead Technical Panels and discipline-specific planning where required.
- Ensure performance systems are robust, insight-led, and data-informed, using athlete management systems to monitor progress and outcomes.

## **Stakeholder & Partnership Engagement**

- Act as a key liaison between Welsh Gymnastics and partners such as Sport Wales, British Gymnastics, UKAD, and other relevant organisations.
- Build meaningful relationships with clubs, coaches, athletes, and parents to foster trust and collaboration.

## **Governance, Safeguarding & Wellbeing**

- Champion athlete voice and embed a safeguarding-first culture across performance activity.
- Uphold compliance with all Welsh Gymnastics policies, particularly in safeguarding, equality, and conduct.
- Act as a safeguarding chaperone on trips and events as required, ensuring wellbeing plans are effectively implemented.

## **Strategic Contribution**

- Support the delivery of Goal 5 of the Welsh Gymnastics Strategy: “Implement clear pathways for progression to performance.”
- Contribute to future planning of key projects such as the National Gymnastics Centre and Regional Performance Hubs.
- Ensure annual programme reviews and evaluations are completed and used to refine strategy and delivery.



# Person Specification

## Qualifications and Training

- Degree in Sports Science, Sports Management, Coaching, or a related field , or equivalent experience.

## Experience

- Experience in working in a sports performance programme environment.
- Track record of working successfully with athletes, coaches, and multidisciplinary teams.
- Experience of working with volunteers, including setting objectives, monitoring performance, and supporting development.
- Experience of safeguarding and promoting athlete welfare within a performance environment.

## Knowledge and Skills

- Solid understanding of athlete development principles.
- Strong leadership skills, with the ability to inspire, support, and challenge athletes, coaches, and staff.
- Knowledge of the national and international gymnastics landscape is desirable.
- Excellent organisational skills and an ability to manage competing priorities and deadlines.
- Strong problem-solving skills and ability to make informed, evidence-based decisions.
- Understanding of equity, diversity, and inclusion within a performance environment.
- Excellent communication and interpersonal skills.

## Personal Attributes

- Passion for athlete-centered, holistic development.
- A proactive, positive, and solution-focused mindset.
- Ability to work flexible hours, including some evenings and weekend work.
- Willingness to travel both within the UK and occasionally internationally.
- Resilience and the ability to work under pressure in a dynamic environment.
- A collaborative team player, able to build strong, positive relationships.





# The Package

**Salary/Banding:** £27,000 – £30,000 (depending on experience) plus other benefit, including pension and life assurance.

**Annual Leave:** 26 days (plus Bank holidays)

**Type of Contract:** Permanent; Full time

**Location:** Cardiff

**Team:** Performance

**Reporting to:** Executive Director of Performance

## Equality & Diversity

Welsh Gymnastics is an equal opportunities employer.  
Details of our equality policy can be found on our website.

Welsh Gymnastics wants to meet the aims and commitments set out in its employee equal opportunities policy. This includes not discriminating under the Equality Act 2010 and encouraging equality, diversity and inclusivity within the workforce.

Filling this form is voluntary and can be completed anonymously. The information provided will be kept confidential and will be used for monitoring purposes.

For further information regarding the equal opportunities form, contact Carys Kizito via [carys.kizito@welshgymnastics.org](mailto:carys.kizito@welshgymnastics.org) and, should you wish to, please return the form with your application (details on next page).

## Privacy Policy

For information about how we use and store your data can be found [here](#).







### How to apply

Applicants are required to submit their CV and cover letter (no more than 2 A4 sides) to explain how their skills and experience align to the person specification of the role to [hr@welshgymnastics.org](mailto:hr@welshgymnastics.org). The applicants' cover letter will be used for shortlisting, and we recommend you support your answers with examples.

The deadline for applications is Midday Monday 12th May with interviews taking place from Monday 19th May.

