



Welsh Gymnastics
Gymnasteg Cymru

Chief Executive Officer

Job Description

22nd May 2026



Call
0300 3003127



Email
contactus@welshgymnastics.org



Visit
www.welshgymnastics.org

Nurturing | Aspirational | Accountable

Job Title:	Chief Executive Officer
Directorate:	Senior Leadership Team
Reports to:	Chair of the Board
Place of Work:	Cardiff
Contract Type:	Permanent
Salary:	£70,000
Closing Date:	19 th June 2026

About Welsh Gymnastics

Welsh Gymnastics is the national governing body for gymnastics in Wales, working with clubs, members, coaches, volunteers and partners to support participation, development and performance across the sport.

We are seeking an inspirational and values-led Chief Executive Officer to lead the organisation through its next phase of growth, development and impact.

The CEO will provide strategic leadership across the organisation, championing an inclusive and high-performing culture while strengthening relationships with members, clubs, partners, funders and stakeholders across Wales and the wider UK sporting landscape.

Working closely with the Board and Senior Leadership Team, the CEO will drive organisational sustainability, innovation and positive transformational change, ensuring Welsh Gymnastics continues to grow participation, support performance pathways and create positive experiences for everyone involved in the sport.

The successful candidate will combine strategic vision with strong operational leadership, bringing the credibility, emotional intelligence and commercial awareness needed to lead a modern national governing body within an evolving sporting environment.



Our Vision and Ambition

Welsh Gymnastics is at an important and exciting point in its journey. As the sporting landscape continues to evolve, the organisation has a significant opportunity to strengthen participation, modernise the way it supports clubs and communities, and increase the visibility and long-term impact of gymnastics across Wales.

Like many sporting organisations, Welsh Gymnastics is also navigating an increasingly complex environment shaped by changing participation trends, financial pressures, evolving governance expectations and growing demand for inclusive, accessible and safe experiences within sport.

The next Chief Executive Officer will play a pivotal role in helping the organisation respond to these current challenges positively and proactively, whilst also leading the organisation into its next phase of growth, sustainability and cultural development.

This is an opportunity to shape the future of a sport that has the power to build confidence, resilience, ambition and belonging for people and communities across Wales.

Role Summary

As CEO, you will be the visible leader and ambassador of Welsh Gymnastics, representing a sport with deep community value and significant future potential across Wales.

The Chief Executive Officer will be responsible for leading the organisation through its next phase of strategic delivery, ensuring outcomes are aligned to the needs of members, clubs, participants, partners and the wider sporting landscape.

This will require considered leadership and sound judgement as Welsh Gymnastics continues to strengthen its culture, sustainability, visibility and long-term impact.



Key priorities of the role will include:

1. Leading the delivery of Welsh Gymnastics' strategic vision and organisational priorities.
2. Strengthening culture, accountability and performance across the organisation.
3. Building trusted stakeholder relationships and increasing the organisation's profile and influence.
4. Ensuring strong governance and effective organisational leadership.
5. Championing inclusion, safeguarding, innovation and positive experiences.
6. Improving financial resilience by diversifying income.

Responsibilities

Strategic Leadership & Organisational Development

- Provide inspirational leadership to the Senior Leadership Team, fostering a collaborative, inclusive and high-performing culture across the organisation.
- Lead the ongoing development and delivery of Welsh Gymnastics' strategic vision, ensuring organisational priorities remain relevant, ambitious and aligned to the evolving needs of the sport and wider sporting landscape.
- Drive accountability and organisational performance through clear strategic planning, measurable outcomes and effective delivery frameworks.
- Lead organisational change and continuous improvement initiatives that strengthen culture, engagement, operational effectiveness and long-term sustainability.
- Champion learning and development opportunities for staff, coaches, volunteers and the wider gymnastics workforce to support growth, wellbeing and professional development.
- Lead by example, embedding the organisation's values, behaviours and commitment to inclusion throughout all areas of the organisation.



Governance, Finance & Sustainability

- Work closely with the Board to ensure the highest standards of governance, transparency and strategic oversight.
- Ensure the Board receives high-quality strategic insight, financial reporting, risk management and performance information to support effective decision-making.
- Lead the organisation's financial strategy, ensuring strong financial management, sustainability and the identification of future growth opportunities and diversified income streams.
- Oversee organisational investment priorities and transformational projects, ensuring alignment with strategic objectives.
- Ensure Welsh Gymnastics maintains the highest standards of safeguarding, wellbeing, equality, diversity and inclusion across the sport and all its disciplines.
- Support the development of a diverse and representative Board, workforce and wider gymnastics community.

Stakeholder Engagement & External Relations

- Build and maintain relationships with key stakeholders including Sport Wales, Welsh Government, British Gymnastics, Scottish Gymnastics, Local Authorities, the Welsh Sports Association, Commonwealth Games Council for Wales and other national governing bodies.
- Act as a visible ambassador and advocate for Welsh Gymnastics, representing the organisation and the sport at national events, forums and strategic discussions.
- Strengthen engagement with clubs, members and the wider gymnastics community, ensuring their voices help shape the future direction of the organisation.
- Work collaboratively with partners across the sporting landscape to identify opportunities for innovation, alignment and long-term impact.
- Support the development of effective communications, PR and stakeholder engagement strategies that enhance the profile and reputation of Welsh Gymnastics.



Sport Development & Impact

- Support the continued growth and accessibility of gymnastics across Wales, ensuring positive experiences and opportunities for participants at all levels of the sport.
- Ensure key services, including coach education and workforce development, remain effective, innovative and aligned to the organisation's strategic ambitions.
- Represent Welsh Gymnastics' interests at major sporting events and within wider sport policy discussions and working groups.
- Influence and contribute to the future direction of sport policy in Wales, helping ensure gymnastics remains visible, valued and supported.

Horizon Scanning & Fit for the Future

- Lead the organisation's financial strategy, ensuring strong financial management, sustainability and the identification of future growth opportunities and diversified income streams.
- Use insight, intelligence and sector trends to horizon scan and anticipate future opportunities, risks and challenges for the organisation and the sport.
- Oversee organisational investment priorities and transformational projects, ensuring alignment with strategic objectives.
- Ensure Welsh Gymnastics remains adaptable and forward-looking, positioned to respond effectively to changes in the sporting, political and funding landscape.



Person Specification

Essential

- A strategic and emotionally intelligent leader who can inspire confidence across the organisation and wider gymnastics community.
- Significant senior leadership experience, ideally gained within sport, membership, public sector or other purpose-driven environments.
- Proven ability to lead through growth, complexity and change with clarity, authenticity and resilience.
- Strong strategic thinking combined with practical operational delivery.
- Ability to help a modern organisation evolve as inclusive, sustainable and responsive to the needs of its stakeholders.
- A strong understanding of how positive culture, empowered people and meaningful partnerships contribute to better experiences and outcomes.
- Excellent relationship-building and communication skills, with the ability to engage staff, volunteers, members, funders, government bodies and national sporting organisations.
- A collaborative leadership style, with the ability to listen, bring people together and build shared ownership.
- Sound judgement and the ability to navigate ambiguity and change positively while maintaining focus on organisational values, accountability and impact.
- Strong understanding of governance, financial sustainability and organisational leadership.
- A genuine commitment to equality, diversity, inclusion and safeguarding.
- A genuine passion for the power of sport to positively shape lives and communities, and the ambition to help Welsh Gymnastics grow its impact and influence across Wales.



Additional Information

Equal Opportunities

Welsh Gymnastics is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.



Nurturing | Aspirational | Accountable