



Gymnastics
Australia

National High Performance Director



field sports



About Gymnastics Australia

Gymnastics Australia (GA) is the national governing body for gymnastics within Australia. Established in 1949, Gymnastics Australia's Vision is every Australian life is enriched by gymnastics.

Encompassing seven Gymsports being the Olympic disciplines of Men's and Women's Artistic, Rhythmic and Trampoline Gymnastics, as well as Aerobic Gymnastics, Acrobatic Gymnastics and Gymnastics for All, gymnastics provides opportunities for all Australians.

Participation programs delivered by Gymnastics Australia are specifically designed to provide fun, fitness, friendship and fundamental movement skills in a safe and positive environment, and are suited to Australians of all ages and abilities. Our High Performance programs continue to develop our athletes, ensuring ongoing achievements and success within the international arena including World Championships and Olympic Games.

Gymnastics Australia is also committed, through the delivery of quality services and products, to provide a framework that encourages the training and continuous improvement of affiliated clubs and accredited coaches and judges.

Integrity and Inclusion

Gymnastics Australia is committed to protecting children and young people from harm. We require all applicants to undergo an extensive screening process prior to appointment, a process that may include, but is not limited to, comprehensive reference checks, an identity check, a 'working with children' or equivalent check and/or a 'national criminal history record' check. We also require all applicants to read and understand the Child Safety Policy and Member Protection Policies prior to appointment.

Gymnastics Australia promotes the safety, wellbeing and inclusion of all children, including those with a disability and those of Aboriginal or Torres Strait Islander backgrounds.

All Gymnastics Australia staff are responsible for informing themselves of their obligations and responsibilities in relation to Ethics, Equity and Social Justice. In particular, all staff must demonstrate appropriate and professional workplace behaviours in accordance with the Gymnastics Australia's Values and Code of Conduct.

You can find more information about Gymnastics Australia [here](#)



Role Purpose

This leadership role will establish, implement and monitor the overall strategic direction, priorities and operational plans across the Olympic disciplines of Gymnastics, as well as provide oversight and guidance to the non-Olympic Gymsport High Performance programs. Providing outstanding leadership and management across all aspects of the HP program to ensure the effective delivery of world class daily training and competition environments and maintaining a performance culture that promotes continuous improvement and ensures the wellbeing of athletes and staff through an athlete centred and holistic approach.

Business Area:	High Performance
Reports To:	Chief Executive Officer
Location:	Canberra (preferred) or Melbourne
Status:	Full Time
Direct Reports:	5

BUDGET RESPONSIBILITY

- Responsibility for budgets (c. \$2.5m) of primary performance investors, including AIS and CGA



Key Performance Areas

- Development and delivery of a clearly articulated, and relevant High Performance Framework (HPF) with aligned quadrennial and annual operational and campaign plans.
- Management systems in place to track, monitor and report progress against the HPF key strategic objectives and measures.
- Implementation and analysis of athlete intelligence and wellbeing systems that identify athlete performance and environmental profiles, performance trajectory and results, with integrated performance services support.
- Constructive, professional relationships with program partners and other stakeholders contributing to the enhancement of system partner funding/ investment in GA's HP Program at the level(s) required to successfully progress to achieve GA's performance targets.
- Effective national leadership to ensure national programs are aligned to achieve KPIs and national performance targets at benchmark events.
- Development and delivery of clearly defined HP athlete and coach development pathways and programs for competitive Gymsports.
- Establishment and continuous improvement of a performance culture in HP Gymnastics that is based on well-being, innovation, teamwork and integrity demonstrating all recommendations and initiatives from the Change the Routine Report.

KEY WORKING RELATIONSHIPS

Internal

- GA CEO and Executive Leadership Team
- GA High Performance team & coaching staff
- GA High Performance Committee
- Association Member CEOs & HP Managers

External

- Sport Australia, AIS and the NIN
- AOC, CGA and FIG
- Other NSO's
- High Performance clubs & programs

PEOPLE RESPONSIBILITY

Number of Direct Reports: 5

- HP Operations Manager
- Wellbeing and Engagement Manager
- Gymsport leads (WAG, MAG, TRP)






KEY ACCOUNTABILITIES

Strategy and Leadership

- Provide strategic and collaborative leadership to enable the implementation of GA's High Performance Framework 2032 (HPF) including a comprehensive quadrennial strategic and annual operational status review of this document.
- Drive and instill world's best HP and performance pathways practices, strategically, operationally and culturally, to optimise the potential of Australian Olympic and non-Olympic Gymsport athletes and their coaches to achieve sustained holistic success on the world stage.
- Lead the formulation, design and monitoring and oversee the execution and review of the quadrennial and annual operational and campaign plans and aligned budgets, utilising an evidence-based framework to achieve the greatest performance investment and impact.
- Draw on and optimise your own experience in world's best HP environments to educate and develop the capacity and capability of key contributors within the Australian HP environment.
- Maximise your strategic relationships with key stakeholders within Australian sport's peak body agencies to optimise GA's level of influence and involvement.
- Ensure an effective transfer and integration of the non-Olympic Gymsports into the HP department, sharing resources and workflows to maximise efficiencies.
- Maintain close liaison with the GA Board High Performance Committee seeking guidance and providing reports as relevant and/or required

Program and People Management

- Reporting to the Chief Executive Officer (CEO), lead and manage the GA HP team.
 - Work closely with other departments within GA to ensure overall organisational strategic integration and effectiveness.
 - Work closely with the GA Senior Manager, National Events, to ensure effective HP integration into national competitions.
 - Work with the National Commissions to ensure technical integration into the HP framework.
 - Lead the formulation, design and reporting of a management system to track the short- and long-term performance of HP programs as it relates to the HPF and respective operational and campaign plans.
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- Overall responsibility for ensuring GA's financial and personnel resources are allocated according to an evidence-based strategy of performance impact.
- Provide leadership and direction to GA's National Training Centre (NTC) residential and camps programs to ensure the provision of world class daily training environments which are integrated and aligned within GA's HPF

National Teams and Squads

- Lead and manage an environment to prepare high performing teams, ensuring they are competition ready to perform in benchmark environments.
- Ensure that clear and transparent selection policies and processes are developed, implemented and communicated in a timely manner for all GA National Teams.
- Oversee the planning for and preparation of National Teams for pinnacle and benchmark events through the delivery of national camps (and other relevant activities/initiatives) conducted domestically and/or overseas.
- Lead National Teams to pinnacle and benchmark events as approved by the CEO/Board.
- Provide and maximise opportunities for talent transfer between Gymsports to enhance an athlete's individuals' goals and motivations.

Building System Capacity and Capability

- Lead knowledge growth and capability within the community.
- Drive the establishment and implementation of a clearly articulated national athlete pathways framework within the Olympic Gymsports and the development of technical and physical curricula that will underpin the identification and nurture of athlete and coach talent.
- Drive clarity of understanding and implementation of club and state/territory roles within athlete and coach pathways development.
- Ensure that categorised Olympic Gymsport athletes have clearly documented individual performance plans, that are regularly evaluated along with access to integrated performance support services and athlete management systems.
- Ensure that National Coaches in Olympic Gymsports have individual learning and development plans that are regularly evaluated and updated.

Child Safe Environment and Athlete Wellbeing

- Ensure that high performance strategy, policies and protocols reflect and demonstrate the legal, governance and cultural responsibilities in relation to child safety and integrity.
- Integrate all recommendations and initiatives from the GA response to the Change the Routine Report in all HP activities and behaviours.
- Uphold and implement processes and behaviours to ensure that HP athletes, coaches, and staff are treated with respect and dignity and are protected from bullying, discrimination, harassment, or abuse.
- Empower the athletes' voice in a safe and supportive environment.
- Prioritise and promote Wellbeing and Engagement initiatives in all HP activities.



Other duties

- Perform any specific projects as directed by the CEO or Board including Team leadership and management of athletes and coaches to domestic and international events.
- Prepared to work non-traditional and away from home hours as required.
- Play an active role in the Executive Leadership Team of Gymnastics Australia.
- Establish and maintain links with HP networks and programs within and outside of Australia, and within gymnastics and other sports, to understand global best practice.

Qualifications


Essential

- Bachelor's degree and/or post-graduate management qualifications or similar experience.
- Established networks within the Australian and/or international HP sport system.
- Experience of a recent leadership role within a domestic and/or global sports organisation.
- Working with Children Check and National Police Check.

Experience

- Demonstrated success in leading world class holistic and athlete centred elite sport programs to delivering desired results at key pinnacle and benchmark events.
- Previous success in leading high performing teams, empowering and mentoring staff and building a strong and cohesive team culture.
- Demonstrated success in building high performing and high performance systems, processes and programs to underpin and support holistic athlete pathways and performance.
- Proven ability to manage challenges and issues within a global high performance environment and determine immediate and effective solutions.
- Proven ability to formulate, design and execute a strategic plan, aligning stakeholders to maximise their contribution.
- Proven ability to establish high level partnerships within a sport system and capable of diplomacy and the ability to communicate and influence at all levels

Knowledge

- Understanding of the key levers, principles and environment required for holistic athlete development as integrated into high performance delivery to achieve international success.
 - Up to date with current global trends in high performance practice and systems.
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- Political sports acumen and demonstrated experience of effectively leveraging professional networks in order to develop and maintain strong, collaborative working relationships.
- Understanding of how to effectively manage complex relationships and diverse stakeholders.
- Understanding of the global gymnastics environment and the importance of the integration of the Change the Routine Report recommendations into all high performance activities.

Skills and specialist expertise

- Demonstrated capability of project management within a matrix and complex environment.
- Ability to articulate and communicate clearly including producing clear and relevant documentation – including but not limited to campaign plans and selection policies.

Personal Attributes

- Authentic, engaging and inclusive and energising of others.
- Competitive and driven, inspiring excellence.
- Receptive to feedback and open minded to delegation and responsibility sharing.
- Flexible, resilient and positively solutions focused through change and pressures of work.

Location: Canberra (preferred) Melbourne



How to apply

This role is being managed exclusively by Left Field Sports Solutions.

To have a confidential discussion and find out more about this exciting opportunity, contact:



Paul Bruce | Left Field Sports | 0407 426 592

Application should be lodged at – paul@leftfieldsports.com.au

In your application, you should include;

1. Cover letter – please address the 'Key Performance Areas'
2. Indication of the remuneration you are expecting
3. Resume

Applications close at 5:00pm 15 November, 2021.

Appointment to this position is subject to satisfactory completion of Safety Screening requirements including but not limited to:

- Valid Employee Working with Children Check
- National Police Check
- International Police Check verification of unrestricted work rights in Australia, eg citizenship, passport or birth certificate
- Certified copies of qualifications.



Gymnastics
Australia



Gymnastics in Australia Strategic Framework 2022–2024



Message from the President of Gymnastics Australia



“Every Australian life is enriched by gymnastics” is a bold vision for our sport. It is a vision we believe we can bring to life through this Strategic Framework. This guiding document was developed from listening to the people who matter most, our clubs, judges, coaches, and our gymnasts and other individual participants.

Through various means, we made sure that each and every person involved in our sport had a chance to help shape our future direction. Gymnastics Australia will work hand-in-hand with our State and Territory Association Members to ensure that we embody the values of care, accountability, respect, and excellence in all that we do.

Gymnastics boasts a membership base of over 200,000 Australians. We want to provide a fun, safe and welcoming environment of movement for all of our participants, where everyone is empowered to achieve their personal goals.

We know that gymnastics provides young children with the skills and experiences they need to develop their physical literacy. Through this Strategic Framework, you will see we

have placed emphasis on gymnastics continuing to play the highly important role as a foundation sport in our community, and for our role in building future generations — enhancing their physical literacy through fundamental movement development.

This Strategic Framework will enable us to assist more Australians gain the confidence and motivation to lead active and healthy lives.

Underpinning all this work is our commitment to ensuring we provide an environment that is safe, supportive, and empowering for our participants, particularly younger children.

Child safety is the responsibility of every one of us, no matter what our role, to promote, display and encourage a culture and an environment to celebrate the best of our sport. This is and will always be fundamental to our future direction.

I want to thank everyone who contributed to this Strategic Framework and to the future direction of our sport.

— Ben Heap

Vision

Every Australian life is enriched by gymnastics.

Purpose

Foster a fun, safe and welcoming environment of movement, where everyone is empowered to achieve their personal goals.



2021 State of Play



Over 800,000

Australians Engaging in Gymnastics

188,665
Athletes

599
Clubs

2,852
Judges

7,827
Coaches



23%
Male Athletes

77%
Female Athletes



90%
Athletes Under
12 Years

Gymnastics the Australian Way

Our behaviours and values shape the culture of gymnastics in Australia and how we will work together. They draw on and promote our strengths and each supports the other.

The following values guide how we behave as a collective and do what is right for gymnastics and gymnasts in Australia.

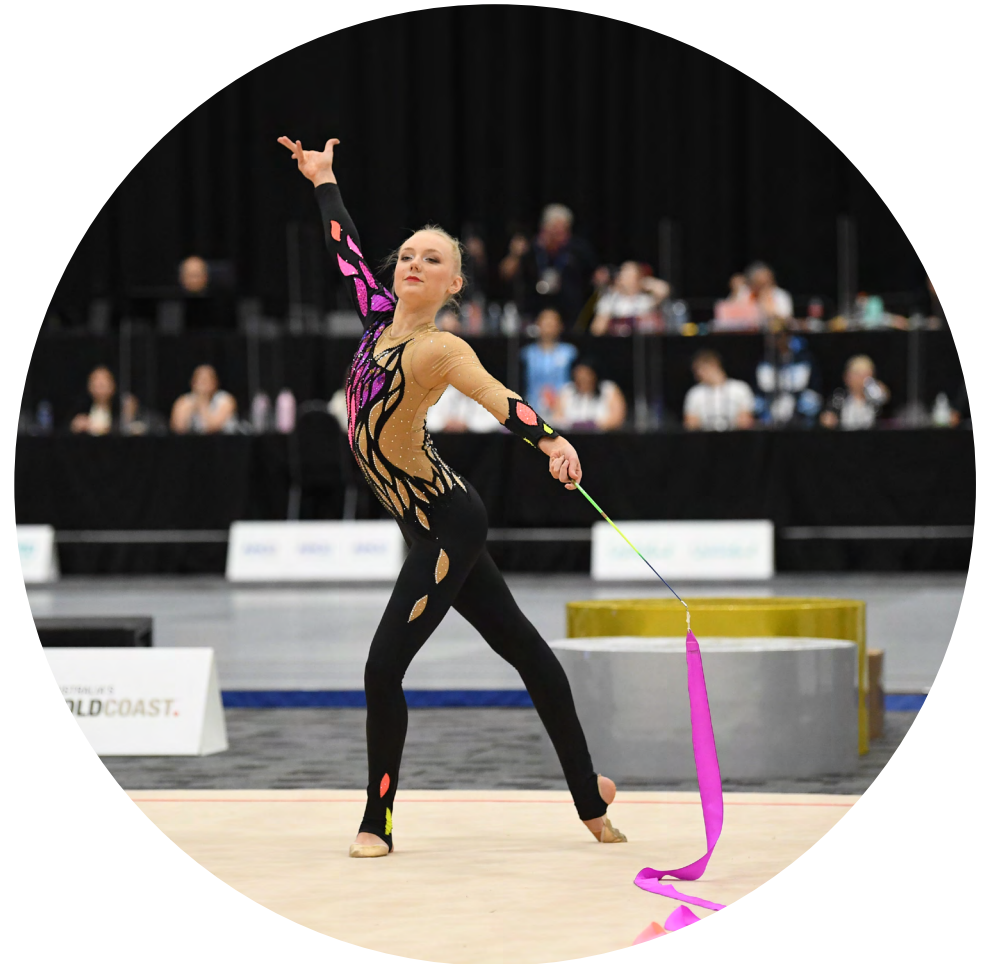
Our Values

Care

Accountability

Respect

Excellence



Care

We care about the people within our gymnastics community

We will...

- ◆ Keep the participant and their personal motivations and needs at the core of everything we do.
- ◆ Have safety at the centre of all our programs, activities, behaviours and interactions.
- ◆ Be fair, ethical and transparent in all that we do.
- ◆ Show appreciation and thank people for their efforts and contributions.
- ◆ Promote a culture of integrity and equality

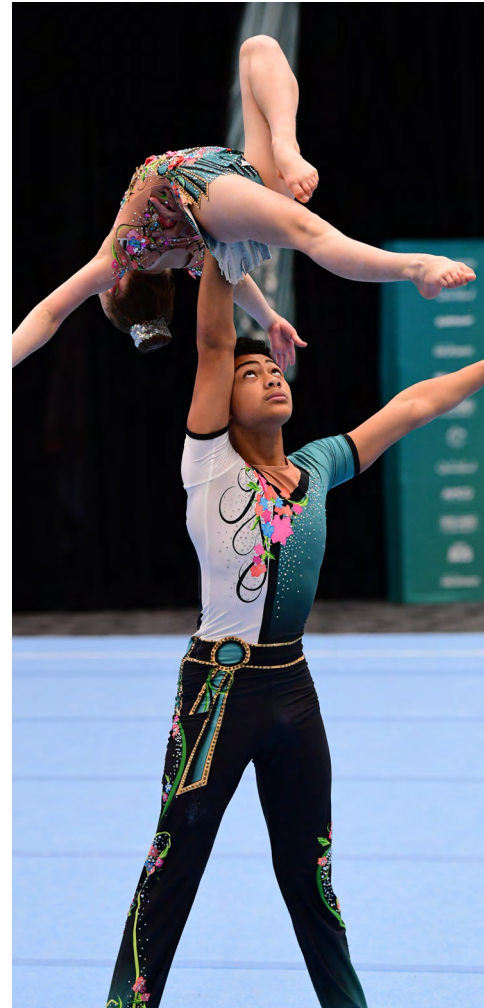


Accountability

We do what we say we will do, and always in the best interests of our sport

We will...

- ◆ Take ownership of our behaviours and our work.
- ◆ Be open and honest in our interactions and our feedback for the benefit of the sport, even if it's uncomfortable.
- ◆ Call out inappropriate behaviours and do what is right for sport and the people in it.
- ◆ Not compromise on our standards.
- ◆ Be thoughtful and deliberate in our choice of behaviours and actions.



Respect

We welcome everyone to our sport and value what they bring

We will...

- ◆ Welcome and embrace all elements of the Australian community into our sport.
- ◆ Build constructive relationships with anyone who is currently involved or wants to engage with gymnastics.
- ◆ Value and listen to the opinions of others and remain open to change.
- ◆ Understand everyone's roles and responsibilities within the sport.
- ◆ Acknowledge the personal motivations and goals of everyone involved in our sport, respecting their capability and capacity



Excellence

We embrace change and strive to be better tomorrow than we are today

We will...

- ◆ Strive to be the best that we can be — in every role and on every day.
- ◆ Be bold, decisive, innovative and resilient — always doing what is best for gymnastics.
- ◆ Have a mindset of possibility and continual improvement and not be afraid to challenge the status quo.
- ◆ Provide opportunities to support everyone to maximise their potential.
- ◆ Be holistic in our approach to personal excellence.



Strategic Pillars

1

We make people our priority

Everything we do will be for the betterment and the benefit of our participants, clubs, judges, coaches, staff and volunteers. Our priorities are to protect, connect, engage, support, educate, empower and celebrate our people.

2

We perform to the best of our ability at all levels

Gymnastics in Australia will holistically develop our athletes, coaches and judges in an athlete centred participation and competition environment of excellence to achieve their best and inspire Australians, while respecting their own personal goals and motivations.

3

We are the home of fundamental movement

Gymnastics, through the development and implementation of evidence-based programs is regarded and recognised as the home of fundamental movement and physical literacy.

4

We have a sport which is sustainable

Gymnastics in Australia operates a business model, which is effective, efficient, relevant and transparent at all levels.



Gymnastics
Australia



Gymnastics
Australian Capital Territory



Gymnastics
New South Wales



Gymnastics
Northern Territory



Gymnastics
Queensland



Gymnastics
South Australia



Gymnastics
Tasmania



Gymnastics
Victoria



Gymnastics
Western Australia