

**Job Title:** Performance Director  
**Location:** Lilleshall National Training Centre  
**Salary:** Competitive plus car

### **British Gymnastics**

British Gymnastics (BG) is the UK Governing Body for the sport of Gymnastics providing a national directive and structure for the sport; delivering a range of opportunities across the age spectrum to take part and stay in gymnastics, as well as developing talent and delivering top-level success.

Disciplines include, Acrobatic Gymnastics, Aerobic Gymnastics, Disability Gymnastics, Men's Artistic Gymnastics, Rhythmic Gymnastics, TeamGym, Trampoline, Double Mini Tramp, Tumbling, and Women's Artistic Gymnastics.

Our representation at London 2012 for Great Britain surpassed all expectations, ensuring that it was the most successful Games ever with four medals, doubling the previous all-time medal haul. The men won Great Britain's first team medal for 100 years when they finished in third place. Success has continued culminating in 5 medals at the World Championships in Glasgow 2015 and securing 13 places at Rio Olympic across MAG/WAG and TRA

With the strategic aim of becoming a world leading Gymnastic nation in Men's, Women's and Trampolining, maintaining an evolving sustainable High Performance System, the role of Performance Director will play a critical role in helping us achieve our ambition.

The role is based at our Head Office at the National Training Centre, in Lilleshall, Shropshire.

### **Reporting Arrangements**

The Performance Director reports to the Executive Director – Sport, who is responsible to the CEO and the Board for the High Performance Programme, Events and Participation. The Performance Director has overall responsibility for the annual performance budget and for a team of 23 staff and consultants.

The Performance Director will have 7 Direct Reports:

- Head National Coach for Men's Artistic Gymnastics
- Head National Coach for Women's Artistic Gymnastics
- Head National Coach for Trampoline
- Performance Operations Manager
- Senior Performance Manager
- National Talent Development Manager
- Head of Sport Science and Medicine (*planned*)

### **Job Purpose**

We are seeking an accomplished leader who will be integral to the Senior Management Team in delivering our Strategic Plan. As leader of the Performance Department the post holder will drive our ambition to be consistently Top 3 in the World in Olympic Disciplines of the World Class Programme. The Board of British Gymnastics has agreed the longer term vision, mission and objectives and the post holder will play a critical part in their successful delivery and ongoing evolution. This role is about leading the translation of this ambition into execution. The successful candidate is therefore likely to be someone who has proven success of this, who has the drive and ability to lead their team to strive for the very best and has demonstrable experience in leading sporting performance success at the highest level.

### **The Priorities for the Role are:**

- To lead the delivery of the performance plan
- To provide business wide leadership as member of the Senior Management Team who run the organisation on a day to day basis
- To provide leadership and strategic direction of the performance department and programmes
- To build and maintain effective ongoing relationships across British Gymnastics, the High Performance Club Network, Home Nations and external partners and stakeholders

### **Key Responsibilities**

#### **Business Leadership**

- As a member of the Senior Management Team, you will play a full part in the collective responsibility for setting the strategic direction for the sport and ensuring the effective day to day management of the business and delivery of the operational plan for the performance department.
- Work with the Executive Director - Sport, to ensure cross departmental integration and collaboration for maximising delivery of the business wide strategic plan.
- Have responsibility for the annual performance department budget of approximately £4m.

#### **Performance Leadership**

- Provide leadership to the department to continually raise the performance bar of athlete and coach development, enabling the Olympic Disciplines to be consistently top 3 in the World rankings and creating positive role models for the sport.
- Ensure world class support services for the performance programmes including sports science and medicine service and training facilities.
- Set, deliver and report to the Executive on the strategic and operational plans and budgets for the performance, coaching and talent teams.

- Chair Senior Management Team (Performance) meetings that will bring together the expertise of the Head National Coaches, Head of Sport Science and Medicine and others to challenge technical emphasis in each squad and disseminate through the athlete pathway and coach development programmes.
- To fulfil the role as Head of Delegation/Team Leader for appropriate World Championships and Olympic Games.
- Ensure effective management of the Athlete Personal Award Programme and contracts.
- Ensure the integration of all BG policies into performance programmes specifically but not exclusively; safeguarding, anti-doping, equality, Health and Safety.

### **Relationship Management**

- Build effective relationships and drive collaboration across internal departments and the Home Nations to maximise performance and other business wide objectives.
- Develop and maintain strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and programmes. Key relationships include: athletes, coaches, HP clubs, UK Sport, Sport England, EIS, BOA, CWG England, UKAD.

### **Person Specification**

The Performance Director must demonstrate our values through their behaviours. Our Values are:

- Connected Family
- Pride and Joy
- Active Support
- Lead the Way

### **Professional Qualifications, Knowledge, Skills and Experience**

- Demonstrable recent experience of leading a team operating in elite sport at the highest level
- A comprehensive understanding of coaching, sport science and medicine, international competition and talent pathways
- A broad understanding and commitment to safeguarding young people in a talent environment
- A management, sport science or business studies qualification or similar
- Experience of working with multiple partners, stakeholders and volunteers to achieve success including working with public funding agencies
- Full driving licence and strong IT skills

### **Qualities and Competencies**

- Highly developed leadership and management skills
- Strategic thinker – can establish a vision, provide direction and inspire followership
- Strong planning and organisation skills
- Customer focused

- Balanced decision making skills
- Outstanding communication skills – written, verbal and presentation
- Developing and maintaining strategic relationships and the ability to build trust and confidence with stakeholders
- Resilience, stamina and flexibility
- Motivated and results orientated with the drive to implement decisions and continuously raise the bar and achieve targets
- A team player with an open and consultative style and optimistic approach
- Good self-awareness, emotional intelligence and “political instincts”

The job description is not to be regarded as exclusive or exhausted. It is intended as an indication of the areas of activity and will be amended in light of the changing needs of the organisation.

The role is based at the National Training Centre Lilleshall. There is an expectation that there will be international travel and attendance at World Championships and Olympic Games.