

Role Profile

Job Title:	National Acro Coach
Salary/Banding:	4
Role Holder:	
Department:	Performance Sport
Location:	Dual
Reporting to:	BG Funded Manager

Role Summary:

The purpose of this role is to contribute to the vision and mission of Acrobatics within the British Gymnastics Performance Team through the delivery of a systematic and highly effective Performance Pathway, that identifies, nurtures and develops athletes who have the ability to win medals at European Championships, World Championships and World Games.

Main Areas of Responsibility:

1. Strategy and Influence

Typical Activities:

- In Collaboration with the BG Funded Manager and technical committee, lead the strategy planning for the delivery of Senior and Junior national squad activity.
- Build a strong squad culture for Acrobatics
- Drive a collaborative culture for GBR Acrobatics to increase alignment nationally across clubs
- Create, nurture and develop strong international relationships on behalf of GBR in order to influence international decision making
- Work collaboratively with the TC to support Acrobatics development and sustainability in GBR
- Improve and maintain standing of GBR Internationally in terms of results and best practice.

2. Training and Preparation

Typical Activities:

- In conjunction with Performance Services, planning & deliver domestic national camps at Lilleshall National Sports Centre
- Performance planning for National Squad gymnasts
- Continued reviewing, debriefing and monitoring.
- Collaboration, communication and support with clubs/coaches/judges
- Deliver meetings with athletes and their nominated coach as identified
- Provide an overview of all potential GBR partnerships and work with clubs and coaches to facilitate the best GBR team.

3. Competition

Typical Activities:

- Act as HOD, Team Manager, Head coach at competitions as required.
- Coaching delivery, duties & support at domestic/International competition events
- Fulfil the role of Technical expert at Nomination/selection preparation and meetings
- Form and reinforce strong international relations.

4. Representation of British Gymnastics

Typical Activities:

- Assist Performance Services and National Technical Committee for input to selection policies, competition structure, symposium and any other business required by the Performance Services team.
- Maintain professionalism, integrity and avoid bias at all times.
- Raise any concerns with the nominated Performance Manager regarding any conflict of interest.
- Behave in such a way that does not conflict with its overall strategic aims. This means contractors should not make or publish any comments in person or via any channel (including both personal and professional social media accounts) which causes or could be reasonably expected to cause damage or harm to British Gymnastics' legitimate interests.

5. Keeping our sport, our members and our colleagues safe

All employees of British Gymnastics have responsibility to keep our sport, our members and our staff safe.

This includes upholding our safeguarding, data protection, health & safety, equality & diversity and risk management policies, promoting our rules and standards of conduct for members and reporting any suspected risks, breaches, misconduct or poor practice to their line manager, the Integrity Unit (concerns about members and clubs) or the HR team (concerns about British Gymnastics staff).

We operate as a matrix organisation: from time to time you may be called upon to work on key organisation developments as part of projects, programmes or cross working groups. Depending on the extent of this work these may be managed formally through the setting of objectives by your line manager.

Role Requirements:

1. Knowledge, Skills and Expertise

The role holder will need to:

- Demonstrate expert knowledge and experience of international acrobatics with a track record of supporting international standard gymnasts.
- Hold a current level 5 Acrobatics coaching qualification, along with time to listen/safeguarding certificate
- Possess demonstrable experience of leading a national performance programme.
- Demonstrate planning skills and able to facilitate the inputs of athletes, coaches, support staff and volunteers to optimise the implementation of systems and structures.
- Demonstrate effective communication skills that meet individual stakeholder styles.
- Adapt interventions according to the needs of stakeholders, staff and the context.
- Ensure own behaviours are aligned to the BG Performance departments philosophy, values and behaviours.
- Be IT literate and competent in the use of Microsoft Office Applications.
- Hold an acceptable Enhanced DBS disclosure with barring as required

2. People

The role does not require the holder to formally line manage colleagues, but does include the mentoring, guiding and influencing personal coaches, clubs and the technical committee.

3. Shaping Direction

The role holder will be:

- Responsible for leading the Acrobatic pathway within Great Britain and able to design, plan and deliver a squad structure that is able to support performance at international level
- Able to operationalise a strategy for Acrobatics which is aligned to the needs of the Technical Committee and supports the development of the discipline within Great Britain
- Form a close working relationship with BG funded Performance Manager to collaboratively drive the strategy for Acrobatics
- Experience of monitoring gymnast progression, providing feedback and creating development plans.
- Able to self-manage workload to ensure clubs and coaches are appropriately supported through a combination of club visits and squad activity.

4. Developing Solutions

The role requires the holder to:

- Technically analyse, diagnose, and provide solutions to problems/difficulties experienced by senior squad gymnasts and their personal coaches/clubs, as required and prioritised
- Think creatively about challenges that face the ACRO Programme and offer solutions to the line manager

5. Decision Making

The role requires the holder to review performance results, evaluate the effectiveness of training programmes and make appropriate/expert recommendations, and in conjunction with the BG Funded Manager refine/amend training and development programmes accordingly. Sharing best practices across entire coaching structure in BG.

The role holder is required to work within a framework of reference and is not required to control a budget.

6. Communicating

The role requires the holder to effectively communicate regularly and professionally with designated personal coaches, clubs and gymnasts; provide an appropriate/ expert opinion on development, performance and progression. Mentoring and influencing personal coaches and clubs, using active listening skills and providing feedback and guidance. Writing reports/documents detailing outcomes and recommendations following squad activity and visit to improve and develop the programme.

Be a role model, promoting and representing British Gymnastics nationally and internationally at events, competitions, with clubs, coaches, officials and gymnasts.