



Abingdon Gymnastics Club is one of Oxfordshire's leading, not for profit, community sports organisations, with 700+ members training every week, a wholly owned, dedicated 11,500 sq ft facility and site and an annual turnover in excess of £400,000,

As we proudly approach our 50th anniversary, we are entering an exciting new phase of growth and development. We are now seeking two new roles, a commercially minded **Head of Operations** and a **Head Coach**, to lead this high performing club into its next chapter.

This is a rare opportunity for a Head of Operations to take full strategic and operational ownership of a thriving organisation and oversee and improve the overall commercial direction of the club. The Head Coach will step straight into ownership of an established and successful WAG High Performance programme, while also overseeing Tumbling and Team Gym competitive pathways.

Head of Operations

Full-time (37 hours per week, including some evenings/Saturdays)

The Role

As Head of Operations, you will provide strategic leadership across all aspects of the club, working closely with the Board of Directors to deliver our vision and business plan.

You will take full accountability for staff performance, leading a dedicated team and ensuring we continue to grow member participation, maximise facility usage, and strengthen our reputation locally and nationally.

Key Responsibilities

- Lead and deliver the club's strategy and long-term vision
 - Take full ownership of financial performance (P&L) and future sustainability
 - Lead, manage, and develop the team of gymnastics coaches and administrative staff
 - Identify and drive new income streams, partnerships, and gymnastics related programmes
 - Maximise the potential of our gymnastics facility and site
 - Oversee facility development and investment projects
 - Ensure strong governance, compliance, and Community Amateur Sports Club status alignment
 - Represent the club with key stakeholders including partners, funders, and governing bodies
 - Build a strong, positive culture and brand across the organisation
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About You

This role would suit an experienced leader from business, sport or leisure organisations, or multi-activity facilities, who is ready to lead at a strategic level.

You will bring:

- Proven senior leadership experience in a customer-focused environment
- Strong commercial and financial acumen, including managing budgets
- A track record of growing member participation, revenue, and facility utilisation
- Experience of developing an existing business strategy and delivering new strategic projects
- Excellent stakeholder management skills (Board, Members, partners, funders, local authorities, etc)
- The ability to lead, motivate, and develop high-performing teams

Experience within gymnastics is welcome but not essential—strong leadership and commercial capability are key.

Salary & Benefits

- **Salary:** £40,000 – £45,000 (depending on experience)
- **Holiday:** 31 days annual leave including public holidays
- **Pension:** 3% Employer pension contribution
- **Flexibility:** Working pattern can be flexible, to be agreed with the Board (includes some evenings and Saturdays)

Why Join Us?

- Lead a well-established club with strong foundations and clear growth potential
- Take ownership of a significant sports facility and future development opportunities
- Work with a passionate team and an engaged Board
- Make a meaningful impact in a thriving community organisation
- Play a central role in shaping the club's next chapter



Head Coach

Full-time (37 hours per week, including evenings and some Weekends)
Part-time role may be considered

The Role

We are now seeking an experienced and motivated Head Coach to lead our WAG squad programme, while also playing a key role in shaping the wider coaching programme.

This is an excellent opportunity for either an established or ambitious Coach ready to step up into a senior role, with the ability and motivation to influence both competitive success and improve the overall quality of the club's coaching standards.

As Head Coach, you will lead the delivery and development of our squad programmes while contributing to high standards across all areas of gymnastics delivery throughout the club.

You will work across performance and participation, ensuring every gymnast benefits from structured, high-quality coaching and clear progression opportunities.

Key Responsibilities

- Promote a safe, inclusive, and positive training environment
- Lead squad training sessions with high technical and professional standards
- Support competition preparation and attendance at Regional, National and International competitions and training camps.
- Mentor, support, and develop the wider coaching team
- Develop and deliver clear, structured competition pathways
- Create and oversee gymnast development frameworks across all levels
- Support and enhance participation programmes, ensuring quality and consistency

About You

This role is ideal for an experienced gymnastics Head Coach looking to take the next step, or an existing Coach seeking a broader, more strategic role into leadership.

You will bring:

- British Gymnastics Level 5 (or working towards, or equivalent experience considered)
- Strong coaching experience across squad and/or recreational programmes
- A passion for both performance and participation development
- Evidence of supporting gymnast progression and retention
- The ability to lead, mentor, and develop other coaches
- A positive, professional approach with a high standard of delivery

Most importantly, you will be motivated to be part of a senior leadership Team and make a lasting impact on the club.



Salary & Benefits

- **Salary:** £42,000 – £45,000 (depending on experience)
- **Holiday:** 31 days annual leave including public holidays
- **Pension:** 3% Employer pension contribution
- **Flexibility:** Working pattern to be agreed and will includes evenings and some Weekends

Why Join Us?

- Immediate responsibility for the existing WAG High-Performance programme
- Opportunity to step into a senior leadership role in a large, established club
- Be part of an ambitious club entering a new phase of development
- Influence the direction, standards, and culture of coaching
- Work in a dedicated, well-equipped facility with a strong membership base

Key Dates

- **Application deadlines:** Monday 8th June
- **Interviews:** Week commencing 15th June

How to Apply

Please submit your CV and a short covering statement outlining your suitability and your vision for either role to - Directors@abingdongymclub.co.uk