

## Job Profile - Head of Recreational Gymnastics

**Job Title:** Head of Recreational Gymnastics

**Job Grade:** Level 3 Zone 1

**Salary Range:** £31,434 - £36,110

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### About the role

This role directly plans and manages the recreational gymnastics programme and supports the day to day operational management of the gymnastics service.

### Example outcomes or objectives that this role will deliver:

- Responsible for planning and delivering a recreational gymnastics programme at Talacre Sports Centre
- Maximal capacity, access, income and customer satisfaction are the main objectives
- Responsible for overseeing gymnastics hall operations deputising for the Gymnastics Head Coach both in the gym and also at squad events and competitions
- Responsible for developing gymnastics pathways into squad and competitive opportunities
- Develops the capacity of the gymnastics workforce in line with NGB standards and Camden's performance development programme
- Coaches to ensure optimum performance and CPD
- Ensures the service is delivered within the appropriate health and safety guidelines including planned and preventative maintenance of all equipment ensuring staff are appropriately trained
- Identifies areas for capital improvements and supports the Gymnastics Head Coach implement and manage key improvement projects
- Implements new programmes, opportunities for income generation and service improvements
- Continued improvement of the service including innovation to ensure the offer meets changing need and reflects development within the industry
- Implements new service development initiatives identified by the Gymnastics, Trampoline and Dance Service Officer and Gymnastics Head Coach

- Ensuring on going systematic monitoring and review of service outputs to ensure service standards are maintained and improved upon where necessary
- Continued improvement of the service including innovation to ensure the offer meets changing need and reflects development within the industry
- Fully embraces use of service IT solution
- Budget and finance management in accordance with LBC processes

### **About you**

- Level 3 British Gymnastics Qualification, or be working towards this and has extensive relevant experience.
- The expertise and knowledge in relation to delivering a high quality gymnastics programme in line with relevant health and safety regulations
- Commercially astute and experience of managing income generating public sport and physical activity services
- Experience of delivering a public gymnastics service including an understanding of the relevant health and safety guidelines and regulations
- Understanding of safeguarding issues and mitigations for working with vulnerable young people
- Knowledge of equalities and diversity in relation to sport and physical activity
- Politically aware of issues that may have an impact on the service and or Camden's reputation and ensuring that senior management are made aware as appropriate
- Experience in managing and getting the best out of a staff team
- Ability to design a gymnastics service that is accessible to inactive populations
- Knowledge of need and barriers to participation including equalities issues

### **Work Environment:**

The work environment will be largely office based at Talacre Sports Centre however; the needs of the role are such that offsite competitions, events and meetings with schools, community and delivery partners and work area stakeholders are also required.

### **People Management Responsibilities:**

Up to 6 direct reports with full management accountabilities; learning, performance and development. This role has expertise and accountability to get the best out of their staff team to deliver a high quality service in a pressured environment. There is a further tier of 21 part time staff which will be managed by Gymnastics Lead Coach's direct reports.

### **Relationships:**

This role will develop and maintain strong relationships with the following internal partnerships; Gymnastics Head Coach, Gymnastics, Trampoline and Dance Service Officer, Talacre Sports centre Management, LBC Property Services, CSF, Adult Social Care, Culture, Corporate Communications, Youth Service, Community Safety, Members Office. These will be required at officer level and will focus on increasing participation and developing new opportunities for delivery. And the following external relationships and partnerships; Schools, parents, community based organisations, British Gymnastics, National Governing Bodies of Sport, local ward councillors, relevant Cabinet Members, service providers such as GLL, Holborn Gymnastics Club, Jubilee Hall Trust, CYMCA, governing bodies of Sport, London Sport and Sport England.

The nature of these relationships and partnerships are likely to be operationally focused and developmentally focused on new opportunities for sport and physical activity and improving the service offer.

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.