



derwent

Executive Brief

Gymnastics Australia

Chief Executive Officer

October 2026

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Advertisement

Gymnastics Australia **Chief Executive Officer**

- Lead a national sporting institution with genuine global success
- Shape the strategy and growth agenda for a sport reaching more than 220,000 Australians
- A rare opportunity to lead and a clear mandate for change

Gymnastics Australia is the national governing body for gymnastics, working in partnership with eight member associations across every state and territory to support more than 220,000 participants nationally, from grassroots clubs through to elite high performance. The sport is already delivering on the world stage, across multiple gymnastics disciplines, with an ambitious strategy targeting substantial growth in participation and high performance success at Brisbane 2032.

Reporting to the Board, the Chief Executive Officer will lead Gymnastics Australia through a pivotal period of growth and reinvention. The CEO will build strong, collaborative relationships with state and territory associations, their leaders and clubs, and lead a credible, well-evidenced growth strategy for the sport. The role calls for genuine commercial acumen to diversify revenue beyond traditional funding sources, the leadership capability to bring stability and clear direction for the national team, and the confidence to challenge the existing competition and delivery model where it will benefit the sport. The CEO will also provide strategic oversight and maintain Gymnastics Australia's strong relationships with the Australian Sports Commission and other key stakeholders, upholding the organisation's integrity and safeguarding framework throughout. At its core, Gymnastics Australia is the home of fundamental movement across all age groups, where it strives to provide a fun and safe everyone for all.

Gymnastics Australia is seeking a senior executive with genuine gravitas and a demonstrated track record of leading complex, federated or member-based organisations at scale. Essential is experience in collaborating with leaders across the gymnastics ecosystem to achieve shared growth for the sport and structuring the internal workforce against a clear strategy, executing with the credibility to earn the trust of a diverse and sometimes competing stakeholder group. Strong commercial and strategic capability is essential, including a track record of building the business case for growth and identifying where investment will provide a return.

Beyond experience, Gymnastics Australia is looking for a leader who combines emotional intelligence with intellectual rigour: someone personable and collaborative, yet able to hold a firm line on priorities.

To apply, visit the Derwent Search website, search for the job title, and upload your resume (no more than four pages) along with a cover letter outlining your suitability (no more than two pages).

For further information about the role, contact Derwent Partner Emma Alberici on 0419 683 660.

Applications close on Sunday 1 November 2026 23:59 AEDT

About Gymnastics Australia

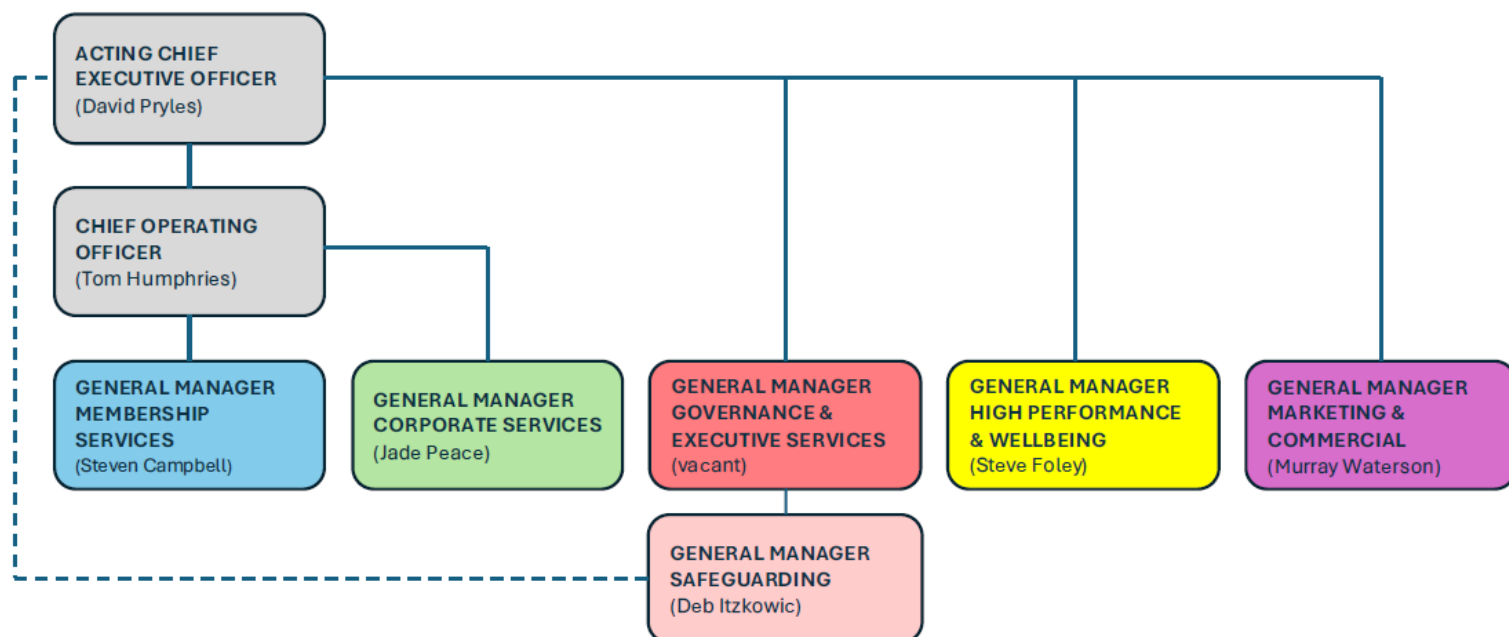
Gymnastics Australia is the national not-for-profit sporting organisation dedicated to governing, promoting and fostering participation and high performance in gymnastics across the country. It was established in 1949 and oversees eight gym sports: Men's and Women's Artistic, Rhythmic and Trampoline Gymnastics (the Olympic disciplines), Aerobic Gymnastics, Acrobatic Gymnastics, Gymnastics for All and Parkour.

The sport has 220,000 registered participants across 489 affiliated clubs, supported by 8,023 coaches and officials nationwide.

The Opportunity

Gymnastics Australia is at an inflection point. The Board is seeking a CEO to transform the organisation from an organisation that administers the sport in Australia into a strategically led, commercially driven organisation that radically grows membership in the lead up to the 2032 Olympics.

This is a mandate for change, not stewardship of the status quo. The CEO will build the commercial engine, modernise the operating model and lift the organisation's ambition, while holding the safeguarding and cultural reform foundations that make growth sustainable.



Transformation Mandate

Within the first 12 months, the CEO is expected to:

- Deliver on the bold, long-term growth strategy with a clear membership growth target, and safeguarding at its core.
- Reposition the organisation from administration and compliance to stellar growth, participation and commercial value.
- Re-invent the way the organisation leverages data and technology, including the use of AI tools and processes.
- Build new revenue streams (partnerships, sponsorship, programs, digital) and reduce reliance on existing funding.
- Leverage the federated system (State and Territory Associations, commissions, clubs) to better align towards one growth agenda and strengthen relationships across the ecosystem, ensuring strategic membership growth targets are delivered
- Lift capability, systems and data so decisions are driven by evidence, not habit.



INSPIRE 2032

Gymnastics Australia's vision is **an inspiring gymnastics experience for every Australian** and 2025 it released its dual horizon Whole of Sport Strategy, **INSPIRE 2032**, built in collaboration with State and Territory Members. The current phase is Horizon 1, "Build the Foundation" (2025 to 2028).

At the core of its strategy are four key pillars:

Grow Our membership, workforce and volunteer base

Strengthen Our organisation's capacity and capabilities

Connect Our community through a strong culture and valued services

Achieve Best performances across the entire sport

Underpinned by three values:

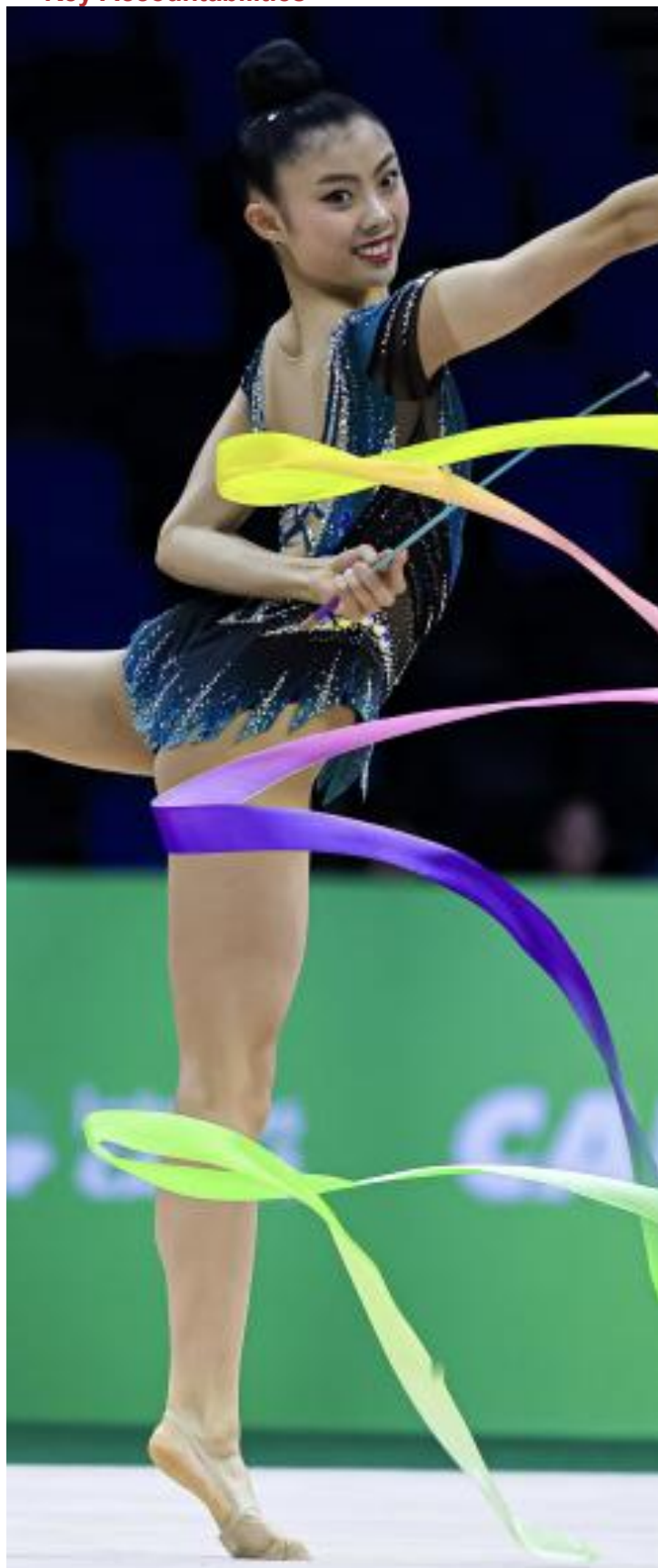
Collaboration

Excellence

Respect

A copy of INSPIRE 2032 Strategy is publicly available on the Gymnastics Australia website.

Key Accountabilities



Strategy and Transformation

- Using our Inspire 2032 strategy, set and hold a direction to achieve our targets, resisting operational noise.
- Lead the change program end to end, including the case for change, sequencing and Board reporting.
- Focus on “fewer things better” and make timely decisions.

Membership Growth

- Own the membership growth strategy: acquisition, retention, participation pathways and club experience.
- Use data and insight to understand and target new participant segments.
- Hold the system accountable for growth outcomes, not just activity.
- Drive the development of programs, competitions and events that promote participation, excellence and inclusivity.

Commercial Performance

- Build a commercial model and capability: partnerships, sponsorship, product and digital revenue.
- Deliver financial sustainability and reinvest in growth.
- Bring commercial discipline to investment, pricing and resource allocation.
- Develop and manage the budget, revenue streams and financial resources for long-term sustainability.

People and Culture

- Lead with humility and empower the team, invest in staff relationships.
- Build a high-performing culture with psychological safety balanced with excellence, and guard against burnout through change.
- Support the professional development of staff, coaches and volunteers.

Stakeholders and the Federated System

- Build trust and influence across State and Territory Associations, commissions, volunteers, athletes and partners.
- Bring members and stakeholders on the journey with transparent communication.
- Serve as spokesperson, advocate and ambassador for gymnastics at national and international levels, representing Gymnastics Australia's interests to government and sporting bodies.

Governance, Safeguarding and Risk

- Strengthen governance, policy and systems foundations to support a more commercial organisation.
- Champion child safety and cultural reform visibly and consistently.
- Advocate for the rights and wellbeing of athletes and promote safety and integrity across all gymnastics programming and operations.
- Provide leadership to the Board and ensure compliance with governance policies, regulations and legal requirements.
- Identify and mitigate risks to the organisation's reputation, finances and operations.
- Lead crisis response, giving clear direction and communication to staff, members and stakeholders.

Leadership and Conduct

- Make hard calls, uphold behavioural standards and push back on strong personalities.
- Model honesty, visibility and follow-through.

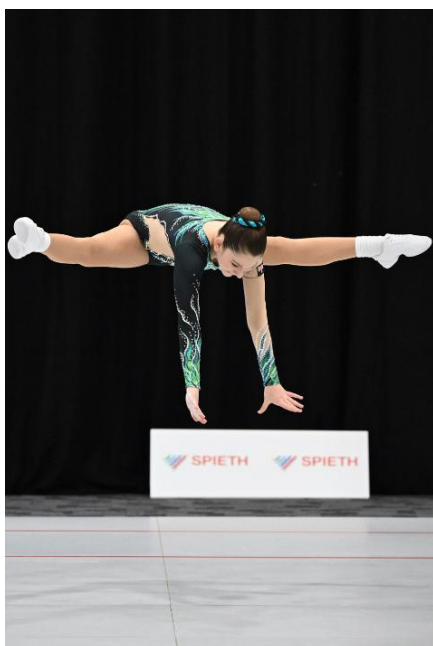
Key Stakeholders

- Gymnastics Australia Chair and Board of Directors, the executive team and all staff.
- State and Territory Associations, clubs, schools, coaches and judges, athletes and participants, the gymnastics community and Gymnastics Alliance.
- Sport Australia, the Australian Sports Commission and AIS, state and local government bodies, and government ministers and advisors.
- The AOC, IOC, Paralympic Committee, Commonwealth Games Australia and the Federation Internationale de Gymnastique.
- Sport Integrity Australia, the National Sports Tribunal and corporate partners.

Selection Criteria

Skills and Knowledge

- Proven record leading organisational transformation and delivering measurable growth.
- Commercial acumen: revenue generation, partnerships and P&L accountability.
- Experience growing membership, participation or customer bases at scale.
- Strategic vision paired with disciplined operational delivery.
- Strong governance, systems and policy background.
- Experience in a federated or membership-based environment, or the ability to build alignment across one.
- Demonstrated commitment to safeguarding and cultural reform.
- Proven experience as a CEO within a federated or complex organisational structure.
- Strong understanding of the sports sector, with a record of successful engagement of stakeholders including government, partners and media.
- Proven experience working with and reporting to a Chair and a skill-based Board. The Board meets at least six times a year and keeps a strategic focus on the governance of the sport.
- Formal tertiary qualifications in Commerce/Business and/or Sports Management, or equivalent.



Cultural Values

- Ambitious and entrepreneurial, with a bias to action over administration.
- Courageous, decisive and principled, comfortable with conflict and difficult calls.
- People-first and low-ego, empowering rather than micromanaging.
- Self-confident without insecurity, and does not interfere in others' roles unless things are off track.
- Authentic, respectful and visible.
- Genuine passion for gymnastics and for its growth, development and inclusivity.
- Emotionally intelligent and empathetic, resolving conflict with tact and diplomacy.
- Resilient and adaptable, including when financial resources are limited and the sport and not-for-profit environment is changing.
- An exceptional communicator who can persuade a wide range of stakeholders.
- Committed to diversity, equity and inclusion in organisational leadership and operations.



Application Process

Apply: submit a resume (no more than four pages) and cover letter (no more than two pages) outlining relevant experience against the position requirements.

Shortlist: applicants are assessed on their written application against the position requirements.

Interview: shortlisted applicants will be invited to an interview, held in person, by phone or by video. Applicants should be prepared to discuss examples of past and present achievements and challenges faced.

Referees: referees may be contacted for further assessment of suitability and are only approached for applicants under consideration for the position. Candidates will be notified before referees are contacted.

Offer: following final assessment, an offer will be extended to the preferred candidate. All applicants will be notified of the outcome.

The Search Process

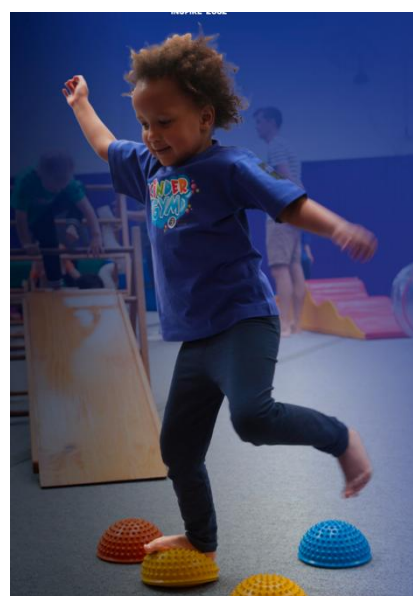
Gymnastics Australia has engaged Derwent Search on an exclusive basis to conduct this appointment. Derwent will identify and assess candidates through targeted advertising.

Indicative Timeline

- Weeks 1 - 2: Brief and launch.
- Weeks 3 - 4: Outreach and screen.
- Weeks 5 - 6: Interviews and longlist.
- Week 7: Shortlist to client.
- Weeks 8 - 9: Client interviews.
- Week 10: Offer and confirm.

Assessment and Probity

Shortlisted candidates will be assessed against the criteria above, together with reference checks and standard pre-employment checks prior to offer.



Contact Us

Thank you for your interest in this opportunity with Gymnastics Australia

For a confidential conversation or to learn more, please reach out using the contact details below.



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