

## **Women's Artistic Gymnastics (WAG) National Coach** **Role Description and Person Specification**

With recent Government announcements on the development of World Class facilities, increased international events at Kallang, enhanced high performance support and with SEA Games being hosted by Singapore in 2029, it is an exciting time to be in Sport in Singapore. Over the past few years, Singapore Gymnastics has hosted the 2023 Asian Artistic Gymnastics Championships and the 2025 Senior Rhythmic Gymnastics Asian Championships. In the past years, we achieved our first podium placings at the Junior Artistic Gymnastics Asian Championships and our first ever world finals on beam. In addition, Singapore Gymnastics will be producing a new business plan for FY2026. Singapore Gymnastics is offering an exciting opportunity for a highly motivated individual to join the team in a key leadership role of Women's Artistic Gymnastics (WAG) National Head Coach, focused on developing WAG National Training Center (NTC) and improving national and international performances of Singapore Gymnasts. It is important that Singapore Gymnastics has a strong shop window to inspire and encourage more young people to take part in gymnastics, to unite the nation and inspire the Singapore Spirit.

### **About Us**

Singapore Gymnastics is the National Sports Association (NSA) for gymnastics in Singapore. We are supported financially by Sport Singapore (SportSG) and by Singapore National Olympic Council (SNOC) for the Major Games (SEA, Commonwealth, Asian and Olympic Games). We are affiliated to the Federation Internationale de Gymnastique (FIG) and are members of the Asian Gymnastics Union (AGU) and South East Asian (SEA) Zone of the AGU.

Over the next five years we are focused on achieving podium success at SEA Games 2025, 2027 and 2029 as well as qualifying gymnasts for the LA 2028 Olympic Games.

SG currently runs and supports three centralised training programmes in the Olympic disciplines of Men's Artistic Gymnastics (MAG), Women's Artistic Gymnastics (WAG) and Rhythmic Gymnastics (RG).

Singapore Gymnastics is working hard to develop the National Gymnastics Development Infrastructure of 36 affiliated clubs, a growing membership of 3,300, coach education and development, technical officials' education and development and vibrant events throughout the year.

Our **Values** are: Respect, Integrity, Collaboration and Excellence

Our **Vision** is: To lead and promote gymnastics as a FUNdamental sport, whilst nurturing world class athletes.

Our **Mission** is: To lead the development and growth of gymnastics, advocating for all, and engaging the community through our shared values:

- Building a fit, healthy and strong society.
- Maximising the potential of each participant in a safe sport environment.
- Achieving success in Major Games and Championships.

## About the Role

The WAG National Coach will work closely with the WAG National Head Coach and other National Coaches, the Performance Development Team especially the Performance Director (PD) and Performance Development Manager (PDM), to enhance the performance of gymnasts at the WAG NTC, developing long-term and annual plans for athlete progression, including talent recruitment and transitions. They will create training schedules aligned with the FIG Code of Points, recommend competitions, and provide coaching in technical, physical, and psychological strategies while monitoring athlete progress. The coach will ensure discipline, well-being, and injury management for gymnasts, support the National Programme, assist in talent identification, and lead coach education initiatives. Additionally, they will prepare performance reports, mentor national coaches, communicate effectively with stakeholders, and foster relationships within the gymnastics community, while adhering to Singapore Gymnastics' Child Safe Commitment Statement and performing other duties as assigned by Performance Director.

The successful candidate will:

### 1. **Performance Development**

- Implement the Singapore Gymnastics Performance Development Plan, part of the FY2026-2029 business plan, in collaboration with the Performance Director.
- Assist the Performance Development Team in delivering an excellent developmental programme across WAG NTC.
- Develop key areas of athletes, including:
  - **Technique**– High-level skill and technique in gymnasts' movement.
  - **Physical Preparation** – Age and skill based physical preparation skills applicable to all WAG NTC athletes
  - **Movement quality** – Creating smooth transitions, control, and sharp movements.
  - **Routine Preparation** – High level WAG routines in line with the current CoP.
  - **Developing Higher Scores** – Support athletes in increasing their difficulty, execution, artistry, and overall performance scores.

### 2. **Curriculum and Training Delivery**

- Implement the yearly planning instruments prepared in collaboration with Head Coach by ensuring regular updates and adjustments to keep it aligned with national and international calendar and performance standards.
- Create a targeted training program focused on the development of difficulty, execution and artistry scores.

### 3. **Collaborative Environment**

- Collaborate closely with internal teams, including Performance Development Staff, Coaches, Parents, and Athletes.
- Build relationships with external partners, such as the High Performance Sports Institute (HPSI), affiliated clubs, and coaches.

#### 4. **Performance Development and International Success**

- The WAG National Coach will focus on elevating athletes' difficulty, execution, and artistry, while choreographing routines aligned with the 2025–2028 FIG Code of Points. The objective is to progress athletes toward higher world-level competitiveness, working collaboratively with the National Coaches and Head Coach.

#### About You

The ideal candidate will have the following characteristics and qualifications:

- **Self-motivated** with a passion for competitive sport and a commitment to continuous improvement and excellence.
- **Flexible** and adaptable, with a “can-do” attitude.
- Collaborative, open to new ideas, and capable of engaging with a team.
- Responsible, accountable and an effective communicator in spoken and written English.
- Experience working with performance sports in WAG

#### Key Outcomes

##### 1. **Ensure gymnasts training at the level higher than they are competing:**

Having control test and goals settings so that the gymnasts are physically and mentally ready for competitions.

##### 2. **Individual development plans -developed for each athlete:**

Yearly planning instruments prepared on a yearly basis.

##### 3. **Support Coaching Team:**

Provide healthy and safe working environment for coaches. Collaborate with WAG Head Coach and other National Coaches.

##### 4. **Deliver Presentations and Share Expertise with Community:**

Provide presentations at Singapore Gymnastic Programmes/Symposiums/Courses.

##### 5. **National and International Success**

Support all teams and work closely with WAG Head Coach and other National Coaches to ensure that WAG NTC athletes qualify for National Squads (Juniors and Seniors). Ensure WAG NTC athletes are preparing for major competitions and are able to be at finals/podium level especially at Asian level.