



## 1 JOB OFFER

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- **Function:** Head coach WAG - High Performance team (fulltime)
- **Start:** as soon as possible
- **Location:** High Performance Center, Zuiderlaan 14, 9000 Gent

## 2 WHO WE ARE

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The Gymnastics Federation Flanders vzw (Gymfed) is today the third largest sports federation in Flanders and groups more than 120,000 individual members from around 320 clubs. About 50 employees are responsible for the development of gymnastics in Flanders, the service to the clubs, the offer for recreational and competitive athletes and the guidance of high performance gymnasts.

High Performance is an essential part of our activities, which strive for high international goals. "As a federation, we believe that fun, passion and hard work should go hand in hand and we are convinced that top sport makes an enormous contribution to our society and can bring people together and connect like no other!"

## 3 RESPONSIBILITIES AND DUTIES

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### 3.1 GENERAL

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The Head Coach WAG is responsible for leading a world-class high performance plan for the Olympic program, which will execute all elements related to the direction of Gymfed high performance plan, ensuring continued and sustainable high performance success on the world stage.

The Head Coach WAG is responsible for leading and evaluating Gymfed WAG team of athletes at international events, as well as the content and implementation of yearly training plans, individual athlete performance plans and associated competition plans.

The Head Coach WAG will lead in the evaluation and guidance of all athlete and coach performance programs in collaboration with coaching and interdisciplinary team



## 3.2 SPECIFIC DUTIES AND KEY ACCOUNTABILITIES

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### A. LEADERSHIP, DEVELOPMENT, PLANNING, MANAGEMENT AND EVALUATION

The Head Coach WAG will:

- Lead the development and implementation of validated performance standards to underpin a world leading high performance culture that is athlete focused and coach driven.
- Will have the capacity for significant travel internationally.
- Work with the Chief Technical Director in developing, reviewing and updating a rolling quadrennial high performance strategic plan and annual operational plan to ensure immediate and sustainable success is attained.
- Establish performance metrics, standards and strategic capacity for targeted high performance athletes, coaches, practitioners and staff members as it relates to Gymfed high performance vision.
- Contribute to Belgium/Olympic selection criteria for all WAG national events.
- Work with the Chief Technical Director & Program Driver in conducting an annual debrief and evaluation of Gymfed WAG high performance program, inclusive of all identified athletes and their coaches.
- Work with the Program Driver in conducting performance evaluations of WAG's staff.
- Assist in creating and facilitating ongoing coach professional development opportunities for all key coaches within Gymfed high performance program, development program and talent identification program, to ensure world class transfer of high performance knowledge and the identification of new areas for learning in a commitment to ensuring a culture of continuous improvement.

### B. DAILY TRAINING ENVIRONMENT

- Understanding optimal world class daily training environments, and associated gaps, for all targeted WAG athletes for the purposes of further enhancing the daily training environment in collaboration with the Program Driver, coaching staff and interdisciplinary team
- With the Program Driver, make recommendations in matters relating to Gymfed coaches, interdisciplinary team and their support.
- Oversee and assist in the organization of national camps.

### C. STAKEHOLDER MANAGEMENT

- Participate as a member of the High Performance Committee, providing input in areas such as team staffing, team selection.
- Provide regular update reports on activities planned and completed for Gymfed internal and external stakeholders (Flemish Sport Federation and Belgian Olympic Committee)
- Be available for public relations and promotional appearances as required.



## 4 QUALIFICATIONS AND EXPERIENCE

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Gymfed is seeking a world-class Head Coach to lead the implementation of Gymfed WAG high performance program and ultimately drive and sustain the future success of Belgium's Olympic performances. The successful candidate will:

- Have proven experience in implementing and leading a successful high performance program, team and culture within an international sport environment, resulting in podium or top 8 success at World Championships and Olympic Games.
- Five (5) to 10 years of leadership experience with a coaching and interdisciplinary team
- Have extensive understanding of the factors that drive international high performance success in Gymnastics.
- Demonstrate an ability to build strong relationships and credibility with coaches, athletes, support staff and stakeholders.
- Be an exceptional communicator, possess highly developed interpersonal skills with the ability and confidence to respectfully challenge the status quo.
- Be highly motivated and energetic with a strong work ethic and excellent organizational skills, attention to detail and a passion to perform.
- Have extensive experience in coaching at the international level and have completed highest level of certification or have equivalent international qualifications
- Have a minimum level of Bachelor degree with a focus on pedagogical skills
- Have a first aid and CPR certification
- Media skills and significant experience in communicating through and working directly with a variety of media.

## 5 YOUR MAIN CONTACTS

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- Gymfed
  - Chief Technical Director & General Manager
  - Coaching Staff WAG & Interdisciplinary team
  - WAG athletes (and parents)
  - Head coach Mens Artistic Gymnastics (MAG)
- Governing bodies
  - Federation Francophone Gymnastics & Royal Belgian Gymnastics Federation
  - Program Manager Flemish High Performance department
  - Program Manager Belgian Olympic Committee



## 6 WHAT WE OFFER

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- A challenging, full-time position in an ambitious and enthusiastic working environment.
- A salary and legal benefits that correspond to the job profile.
- The collaboration can start immediately
- Place of employment: High Performance Center Gymnastics, Zuiderlaan 13, 9000 Ghent

## 7 HOW TO APPLY

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Send your application letter and CV to:

Gymnastics Federation Flanders vzw  
Ruben Neyens, Chief Technical Director

[rubenneyens@gymfed.be](mailto:rubenneyens@gymfed.be)  
Zuiderlaan 13  
9000 Ghent