

GB National Tennis Academy Performance Coach

Responsible to	GB National Tennis Academy Head Coach
Location	Tennis Scotland, Airthrey Castle, Hermitage Road, Stirling, FK9 4LA
Salary	COMPETITIVE (plus benefits)

About the role

Tennis Scotland is the Governing body of tennis in Scotland. Our vision is “Tennis opened up to deliver The Legacy in Scotland”. We want to see more people playing across clubs and pay as you go facilities. We want to see more quality facilities and world class workforce development and coaching. We want to see an all year round sport in our communities with tennis a major or leading player in our communities in terms of community access to facilities. We want to see more Scottish players succeeding at the very top of the game in juniors and on the ATP and WTA tours and we want an ambitious confident organisation working with all to create growth and investment to ensure a sustainable and healthy future for Scottish tennis.

The GB National Tennis Academy (GB NTA) is part of the Performance Team responsible for building a world class player development pathway, specifically to develop players capable of Pro Scholarship Programme (PSP) selection.

The GB NTA Performance Coach will play a key role in supporting the delivery of an inspiration pro-style, inter-disciplinary training environment, promoting a culture of excellence through people, resources and facilities which contributes to the develop of world class tennis players.

The Performance Coach will report directly the GB NTA Head Coach, supporting with the planning, organisation, delivery and monitoring of a high performance tennis programme to a selected group of Britain’s top players normally aged between 13-18 in conjunction and in partnership with the performance staff at Tennis Scotland, and also the LTA Performance Team, **sportscotland** Institute of Sport, the University of Stirling and Dollar Academy.

The Performance Coach will be joining a world class new team consisting of Head Coach, Lead Performance Coach, Performance Coach, Academy Coach, LTA Performance Advisor, supported by the National Academy Manager and Welfare Officer and the **sportscotland** institute of sport practitioners delivering sports science and medicine services, including, strength and conditioning, sport psychology, physiotherapy, performance analysis, nutrition and performance lifestyle. This would be in addition to the support from the senior management team at Tennis Scotland and wider support being available from partners including staff at Dollar Academy and the University of Stirling Performance Team.

Key Accountabilities

- Setting exemplary standards working alongside National Academy staff and stakeholders to further develop a cohesive, professional, high performance training environment and culture amongst all involved with the National Academy and wider centre operations.
- Lead trips to appropriate competitions and training camps and work with the National Academy Manager to ensure these adhere to the National Academy Trips Policy and best practice safeguarding.

- Support the delivery an inspirational pro-style interdisciplinary training programme and environment for selected players in keeping with the aims and objectives of the LTA's Performance Strategy.
- Support player recruitment activities including scouting, selection and recruitment players to the National Academy against transparent and clearly defined, evidence-based criteria.
- Inspire coaches delivering high performance tennis programmes at Stirling and in the wider network of programmes, specifically for partner bodies and institutions, namely the Tennis Scotland National Player Programme, the University of Stirling International Sport Scholarship Programme and RPDCs.
- Provide programme evaluation support to the Head Coach and National Academy Manager.
- Contribute to the effective management of a select squad of performance tennis players. This includes assisting with the establishment of Personal Development Plans for each player with performance targets and relevant domestic and international competition schedules as well as developing an integrated tennis programme embedded within sports science and medicine, operating alongside academic study and co-curricular activities nurturing the social development of young people.
- Being a key member of the coaching team delivering the performance programme at the National Academy, specifically, working effectively alongside the GB NTA Head Coach, Lead Performance Coach, LTA Performance Advisor, Performance and Academy Coaches, supported by the National Academy Manager, Performance Co-ordinator, **sportscotland** institute of sport sports science and medicine practitioners and wider partner support from the University of Stirling and Dollar Academy.
- Adopting a clear coaching philosophy and methodology which includes innovative and varied practice and optimises the development of adolescent players.
- Champion the dual career pathway of a student-athlete, ensuring education and sporting potential are fulfilled and players' options remain open for any future, inside or outside of tennis.
- Be part of the on-going GB NTA player planning and review process, with regular interdisciplinary staff meetings to ensure each players continued holistic individual development with player welfare at its core as well as supporting the bi-annual LTA Player Review process.
- Work with staff and practitioners delivering performance lifestyle, welfare and pastoral care to ensure the highest standards of safeguarding across all aspects of the GB NTA.
- Build and maintain good relationships with local to international agencies in performance tennis.
- Commit to the LTA Performance Team Coach Development Programme and the Tennis Scotland Performance Coach Development Programme as well as identifying other developmental opportunities to ensure on-going self-development.
- Assist staff ensuring all resources are maximised.
- To assist in providing information for reports to the Tennis Scotland Board. Contribute to information requests of Tennis Scotland and LTA Performance Team as and when required.
- Contribute to GB NTA promotion and marketing to attract the Britain's highest potential juniors.
- Undertake other duties as may be required by Tennis Scotland Performance Team from time to time.
- Follow and comply with all Company Policies.

Person Specification

Proven experience and track record of success in a similar role developing players aged 13+ to tour level	Essential
Experience of working within national and international programmes, groups and associations.	Essential
Experience and understanding of high performance tennis development, especially the transitions in adolescent years.	Essential
Proven knowledge and experience of leading and coaching elite player development programmes, delivering results at world level.	Essential
Proven knowledge, experience and understanding of different coaching philosophies and methodologies	Essential
Understanding of modern, worldwide coaching techniques that is embedded within progressive sports science and medicine.	Essential
Demonstrating exceptional personal communications skills with proven ability to build and maintain effective relationships and influence	Essential
Experience of embedding tennis programmes within sport science and medicine	Desirable
Experience of working within a multi-disciplinary support team	Desirable
Experience of managing resources effectively	Desirable
Experience of leading a performance programme and delivering an inspirational environment	Desirable
Work effectively and collaboratively with a range of internal and external stakeholders	Desirable
Experience of report writing	Desirable

Knowledge, Training & Qualifications:

Hold the LTA Senior Performance Coach (SPC) or equivalent overseas award	Essential
An LTA Accredited+ coach or an ability to secure this prior to starting	Essential
Educated to Degree level or able to demonstrate a level of operational understanding consistent with Degree level	Essential

Personal Attributes

Teamwork	<ul style="list-style-type: none"> • A great communicator both internally & externally • Always prepared to work collaboratively • Works well as part of a national team, working remotely across large areas • Good at sharing best practice ideas across a wide range of partners
Inclusion	<ul style="list-style-type: none"> • Works openly & honestly in the interest of the team • Will always suggest improvements to ways of working • Will be comfortable challenging groups or individuals to ensure high levels of work • Treats others as you wish to be treated
Ambition	<ul style="list-style-type: none"> • Committed to growing the sport of tennis and padel • Hard working & driven to succeed and achieve our mission • Passionate about developing opportunities
Excellence	<ul style="list-style-type: none"> • Always aims to achieve the best possible outcome • Develops plans based on best practise and previous experience • Will be happy to take the more challenging route if it results in higher quality outputs • Seeks support from colleagues to improve outcomes