

National Tennis Academy Strength and Conditioning Lead Coach

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| Responsible to | 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” and our mission and strategy is aligned with the LTA and focussed on growing the sport by making it relevant, accessible, welcoming and enjoyable. Our plans see; more people playing across clubs and pay as you go facilities; more quality facilities and world class workforce development and coaching; an all year-round sport in our communities with tennis accessible to anyone from any background; more Scottish players succeeding at the very top of the game in juniors and on the ATP and WTA tours and see a range of events and competitions to showcase tennis and increase its visibility in Scotland. Tennis Scotland is an ambitious confident organisation engaging with everyone involved in tennis to create investment and growth to ensure a sustainable and healthy future for Scottish tennis.

The Performance Team is responsible for building a world class player development pathway. The National Tennis Academy provides an inspirational pro-style, inter-disciplinary training environment and promoting a culture of excellence through people, resources and facilities which contributes to the development of world class tennis players.

The National Tennis Academy provides a high-performance tennis programme to a selected group of some of Britain’s highest potential junior players normally aged between 13-18 in conjunction and in partnership with the Performance Teams at Tennis Scotland and the LTA, the **sportscotland** institute of sport, Dollar Academy and the University of Stirling.

The National Tennis Academy Strength and Conditioning Lead Coach will primarily lead the physical development of players at the NTA, seeking to develop players who meet the LTA Pro Scholarship Programme selection criteria between the ages of 16-18. The successful candidate will also provide support and guidance across the wider Tennis Scotland performance pathway.

The Lead Strength and Conditioning Coach will work closely with Senior Leadership Staff forming a collaborative team to design and deliver athlete centred, integrated and evidence-based approach to player development at the NTA.

The Strength and Conditioning Lead Coach will be required to work in an inter-disciplinary manner with the tennis coaches and other practitioners delivering sports science and sport medicine support, optimising the long-term physical development of players at the NTA.

Key Accountabilities

- Create, lead and deliver a physical development training programmes for selected players in keeping with the objectives and player development standards of the Performance Strategy
- Deliver physical development programmes designed to optimise the development of adolescent players in conjunction with the coaching team and the team of sports science and medicine practitioners.
- Ensure high level return to play and rehabilitation programming, delivery and development in conjunction with the team of sports science and sports medicine practitioners and coaching team.
- Design and deliver effective tracking and monitoring protocols / processes for all players and programmes, ensuring data informs the day-to-day programming and long-term player development.
- Ensure sports science and sport medicine programmes are at the forefront of contemporary methods, by working collaboratively and in alignment with staff at the **sportscotland** institute of sport and LTA
- Contribute to the on-going National Academy player planning and review process with regular inter-disciplinary staff meetings to ensure each players continued holistic individual development with player welfare at its core as well as supporting player review processes with the LTA
- Lead by example and to work with National Tennis Academy staff and stakeholders to further develop a cohesive, professional, high performance training environment and culture amongst all involved with the National Tennis Academy and wider centre operations
- Work collaboratively with **sportscotland** institute of sport physical preparation coaches and LTA strength and conditioning coaches to ensure the NTA operates in an aligned fashion
- Support the co-ordination and management of a select group of performance tennis players, including Individual Development Plans for each player with progression and performance targets and relevant domestic and international competition schedules as well as developing an integrated tennis programme embedded within sports science and sport medicine, operating alongside academic study and extra-curricular activities nurturing the social development of young people
- Effectively lead and work with staff that contribute to the delivery of physical development programmes at the NTA, including, the tennis coaching team and **sportscotland** institute of sport practitioners in particular the physical preparation teams
- Support, deliver and lead trips to appropriate training camps and competitions and work with the Head of NTA to ensure these adhere to the National Academy Trips Policy and best practice safeguarding
- Reflect the professional codes of conduct of sports science and sports medicine and ensure that this is respected and adhered to in order to keep the athlete's health and welfare at the centre of concern in all aspects of training and competition

- 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
- Promote drug free sport and adhere to rules and regulation of drugs and doping in sport in line with LTA and UK Anti-Doping (UKAD)
- Support player selection and recruitment activities and processes to the NTA, in partnership with the LTA, against transparent and clearly defined, evidence-based criteria
- Contribute to promotion and marketing of the National Academy to attract the most talented British juniors
- Engage with the LTA and Tennis Scotland Performance Team performance coach development programmes where appropriate, as well as identifying and other developmental opportunities to ensure on-going self-development
- Inspire strength and conditioning coaches delivering to high performance tennis players 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
- Work with staff and practitioners delivering performance lifestyle, welfare and pastoral care to proactively promote physical and mental wellbeing and to ensure the highest standards of safeguarding across all aspects of the NTA
- Build and maintain good relationships with local, national and international agencies involved in tennis at performance level
- To provide reports and information to Tennis Scotland and LTA Performance Teams as and when required
- Work collaboratively to ensure all resources are maximised
- Provide appropriate programme evaluation information and support to the Head of NTA
- Undertake other duties as may be required by Tennis Scotland and LTA Performance Teams from time to time
- Follow and comply with all Company Policies.

Person Specification

Previous Experience of:

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| A clear track record of developing junior and senior level athletes | Essential |
| Knowledge and experience of working within national and international programmes, groups and associations | Essential |
| Knowledge, experience and understanding of high-performance tennis development, especially the transitions in adolescent years | Essential |
| Proven knowledge and experience of working in an inter-disciplinary nature with a team of practitioners to establish and implement individual development plans | 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 |
| Knowledge and experience of implementing tracking and monitoring processes aligned to individual development plans | Essential |
| Conducting needs analysis assessments to adapt and develop physical programmes, including athlete assessments, musculoskeletal screenings and profiling; injury history; | Essential |
| Demonstrable experience of planning; including: individual athlete plans; periodised annual training plans; project planning. | Essential |
| A proven track record of developing tennis players from 14+ to tour level | Desirable |
| Leading an inter-disciplinary support team | Desirable |
| Experience of working within a budget and providing information and support for the budget process | Desirable |
| Line management experience | Desirable |
| Knowledge of performance pathways | Desirable |
| Experience in leading programmes and setting a culture which creates an inspirational environment | Desirable |
| Understanding of British and Scottish education systems | Desirable |
| Experience in promoting academy programmes | Desirable |

Knowledge, Training & Qualifications:

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| UKSCA accreditation or equivalent | Essential |
| Educated to postgraduate level (MSc) in a sports science related field or appropriate equivalent experience | Essential |
| A valid first aid certificate | Essential |
| Completed or a commitment to complete the Safeguarding in Tennis Course | Essential |
| Completed or a commitment to complete the UKAD Coach Clean Sport Course | Essential |
| Ability to undertake flexible working hours | Essential |
| Full driving license | Essential |
| Current valid Passport | Essential |
| Satisfactory PVG check | Essential |
| Ability to undertake flexible working hours | Essential |

Personal Attributes

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| <i>Teamwork</i> | <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 |
| <i>Inclusion</i> | <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 |
| <i>Ambition</i> | <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 |
| <i>Excellence</i> | <ul style="list-style-type: none">• Always aims to achieve the best possible outcome• Develops plans based on best practise and previous experience• Seeks support from colleagues to improve outcomes• Will be happy to take the more challenging route if it results in higher quality outputs |