



GB NATIONAL TENNIS ACADEMY HEAD COACH

Responsible to	Head of Performance
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 GB National Tennis Academy Head Coach will lead the Academy and seek to develop players who meet the LTA Pro Scholarship Programme selection criteria between the ages of 16-18.

The Head Coach will be required to set and lead an inspirational pro-style, inter-disciplinary training environment and promote a culture of excellence through people, resources and facilities which contributes to the development of world class tennis players.

The Head Coach will be directly responsible for planning, organising, delivering and monitoring a high performance tennis programme to a selected group of Britain’s top players aged normally between 13-18 in conjunction and in partnership with the Performance Team at Tennis Scotland, and also the LTA Performance Team, **sportscotland** Institute of Sport and the University of Stirling.

The Head Coach will be part of the senior leadership team for the National Academy alongside the Head of National Academy and the Sports Science and Medicine Lead. The Head Coach will be supported by National Academy Assistant Coaches, Head of National Tennis Academy, Administrator, Welfare Officer and the **sportscotland** Institute of Sport practitioners delivering sports science and medicine services. This would be in addition to the support from the senior management team at Tennis Scotland. Wider support will be available from partners including the University of Stirling Performance Team and Key Link Tutors at Dollar Academy.

Key Accountabilities

- Create, lead and manage an inspirational pro-style interdisciplinary training programme and environment for selected players in keeping with the objectives and player development standards of the LTA's Performance Strategy.
- Lead by example and to work with 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.
- Set a coaching philosophy and methodology which is aligned to the LTA Performance Coaching Principles and includes innovative and varied practice to optimise the development of adolescent players.
- Effectively lead and manage a select squad of performance tennis players. This includes establishing Personal 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 medicine, operating alongside academic study and extra-curricular activities nurturing the social development of young people.
- Effectively lead and manage a group of individuals that contribute to the delivery of performance tennis at the National Academy, specifically, the National Academy Assistant Coaches and with support from the Head of National Academy support service staff providers through the **sportscotland** Institute of Sport and the University of Stirling.
- Select and 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.
- Lead 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 the bi-annual LTA Player Review process.
- 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.
- Engage with the LTAs Mens and Womens teams to ensure the National Academy operates in an aligned fashion as part of the wider International Junior stage of the LTA Player Pathway.
- Take a lead role in selecting and recruiting players to the National Academy, 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 Performance Team Coach Development Programmes and the Tennis Scotland Performance Coach Development Programme as well as identifying and other developmental opportunities to ensure on-going self-development.
- 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.
- Work with staff and practitioners delivering performance lifestyle, welfare and pastoral care to ensure the highest standards of safeguarding across all aspects of the National Academy.
- Build and maintain good relationships with local, national and international agencies involved in tennis at performance level.

- To provide reports to the National Academy Advisory Board. Provide information to Tennis Scotland and LTA Performance Team as and when required.
- Assist the National Academy Manager to prepare and adhere to budgets for National Academy programme ensuring all resources are maximised.
- Provide appropriate programme evaluation support to the National Academy Manager.
- Undertake other duties as may be required by Tennis Scotland and LTA Performance Teams from time to time.

Person Specification

Previous Experience of:

World-class coach with a clear track record of developing players 14+ to tour level	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 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
Leading an inter-disciplinary support team	Desirable
Experience of managing a budget	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:

LTA Master Performance Coach (MPC) or equivalent	Essential
LTA Accredited+ or an ability to secure this prior to starting	Essential
Degree in sports science, sports coaching or other relevant subject	Desirable
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

<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>Values</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>Ambitious</i>	<ul style="list-style-type: none">• Committed to growing the sport of tennis• 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