

Head of Padel

Responsible to	CEO
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 and padel in Scotland. Our vision is 'Tennis and Padel Opened Up for Scotland' and our mission and strategy are aligned with the LTA and focused on growing the sports by making them welcoming, enjoyable and inspiring. Having raised our ambitions helped by the success of many Scottish players at the top of the world game, we are delivering on our initial objectives and now want to build on our successes. Our plans include more people playing and increasing the number of facilities to meet that demand; a collaborative and world-class workforce to raise standards on and off the court; an all-year-round sport accessible to as many as possible regardless of their background; more Scottish players competing at the highest level; and a range of events and competitions to showcase our sport to new and existing audiences.

We are also focusing on growing padel, developing the infrastructure and supporting investment in facilities. Our plans include building facilities, increasing the player base; creating new competitions; growing the workforce and building a performance pathway for talented players.

Tennis Scotland is an ambitious, confident organisation aiming to engage everyone involved in tennis and padel to create investment and growth to ensure a sustainable and healthy future for Scottish tennis and padel.

The Head of Padel will play a vital role in implementing and delivering the padel strategy in Scotland and will support the CEO while working across all departments to deliver the organisation's key strategic objectives and our vision to open padel up across Scotland. This role will require significant knowledge and experience within the sports sector and across all key strategic areas.

Key Accountabilities

- Reporting to the CEO, lead the development and implementation of the padel strategy to grow padel in Scotland and make it welcoming, enjoyable and inspiring.
- Work closely with the CEO and contribute to the effective leadership of the organisation.
- Work with the Director of Operations to ensure monitoring and evaluation of the padel strategic objectives.
- Lead on initiatives to grow the padel player base, including programmes and making the competition landscape more accessible.
- Collaborate with the Head of Performance to create, deliver and maintain a pathway and support framework that identifies, develops and supports players at each age and stage of the player pathway.
- Foster strategic relationships with operators and venues, ensuring Tennis Scotland provides appropriate guidance and support in relation to venue registration, competition support, workforce development and programme delivery.
- Work closely with the Workforce Manager to identify ways to grow and diversify the padel workforce.

- Work with the Head of Competition and Events on planning of the padel competition calendar across the Scotland, ensuring it is aligned to central strategy and caters for the player base at every age and stage of the pathway.
- Manage and develop padel leagues across Scotland and lead on the delivery of the Padel Scottish Cup and Scottish National Padel Championships.
- Work in collaboration with the wider Tennis Scotland team to ensure padel operates at the highest standards of governance, ensuring it is safe, inclusive and sustainable.
- Seek out and develop new opportunities to grow padel in Scotland and generate new revenue streams to invest in the sport.
- Provide effective leadership, support and line management to key personnel, including Padel Partner.
- Manage the padel budget, implementing appropriate monitoring systems and controls in conjunction with the Director of Finance and Director of Operations.
- Work closely with Director of Operations and Marketing & Communications Manager to implement a communications plan for padel clubs & coaches in Scotland and ensure key messages on performance, workforce, participation & development, competitions and safeguarding is delivered effectively.
- Undertake additional duties as allocated from time to time by the CEO.

Person Specification

Previous Experience of:

Proven experience and success in a similar role with credible experience at management level	Essential
Proven experience in aligning operational activities with strategy, ensuring the delivery of successful outcomes and meeting organisational objectives	Essential
Exceptional ability to persuade diverse stakeholders, secure support for initiatives and build consensus for positive change	Essential
Working effectively and collaboratively with a range of internal and external stakeholders	Essential
Demonstrate exceptional personal communications skills with proven ability to build and maintain effective relationships and influence	Essential
Implementing and delivering operational plans to support strategic objectives and the delivery of agreed KPIs	Essential
Knowledge of and credibility in the padel landscape including performance, workforce, participation and development	Essential
Proven budget management experience	Essential
Knowledge working within or with a National Governing Body, creating annual budgets, plans, communications and safeguarding processes with excellence	Highly Desirable

Knowledge, Training & Qualifications:

Up-to-date LTA coach accreditation	Desirable
Safeguarding / PVG	Essential
Educated to Degree level or able to demonstrate a level of operational understanding consistent with Degree level	Essential
Evidence of continued professional and personal development	Essential
IT literate with excellent written, verbal, communication and influencing skills.	Essential
Full driving licence	Essential

Personal Attributes

<i>Inspiring</i>	<ul style="list-style-type: none">• Always aims to achieve the best possible outcome• Develops plans based on best practice 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
<i>Inclusive</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 and padel• Hard working & driven to succeed and achieve our mission• Passionate about developing opportunities
<i>Collaborative</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