

Wheelchair Tennis Pathway Coach / Manager

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 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 performance team is responsible for building a world-class player development pathway, inspiring the next generation. The Wheelchair Tennis Pathway Coach / Manager will play a key role in the performance team to increase the strength and depth of the disability tennis talent pool by driving forward participation and performance activities within Scotland. The work will support the development of all disability groups but have a particular focus on the wheelchair tennis player pathway from entry level and player identification to national level in Scotland and Great Britain.

The role will require experience in player development and the performance pathway. The role will involve working closely with other partners including **sportscotland**, Scottish Disability Tennis and the LTA performance team as appropriate.

Key Accountabilities

- Support and develop the Tennis Scotland Open Court programme by working closely with the participation team to ensure players with a disability have the opportunity to play and develop locally.
- Work closely with the Head of Participation and Workforce Manager to attract and develop coaches working with disability tennis players.
- Liaise with external partners including Scottish Disability Sport to introduce new players, adults and juniors into wheelchair tennis.
- Work closely with the Head of Competitions to ensure that there are opportunities for players with a disability to compete locally, including tournaments, match plays and leagues.

- Work closely with the LTA Wheelchair team, Head of Performance and the wider performance team to develop wheelchair and other disability tennis talent protocols to identify talented Scottish players.
- Link with partners internal and external to run national activity days to identify talented players for adult and juniors.
- Support the ongoing development of identified players through coaching, programme integration and collaboration with the Tennis Scotland performance team.
- Provide Coach support to coaches working with identified players.
- Work closely with partners to develop disability development hubs for players who have been identified as showing potential to progress within the performance pathway
- Provide advice to coaches and players on programmes and competition opportunities.
- Link with colleagues at the LTA Wheelchair performance pathway to ensure that Tennis Scotland maximise opportunities for Scottish players.
- Lead on the delivery of National Activity including camps for players identified to be of National standard or the potential to be that level in the future.
- Lead on training disability tennis coaches to deliver development camps and training, ensuring consistency of delivery across venues.
- Ensure that the competitive framework for players with a disability is reflective of the player base and evolves as the programme and level of athletes grows.
- Input into the selection of players for the National Player Programme.
- Ensure National Pathway athletes are included in the Player Development System (PDMS) and all data is collected to track progress.
- Link with GB National Coaches and **sportscotland** SIS practitioners to upskill and support the development of Scottish players.
- Attend LTA/TS workshops relating to wheelchair performance pathway and player development.
- Work with Tennis Scotland Head of Participation, Head of Competition and Head of Performance to develop and implement a strategy for Disability Tennis in Scotland.
- Attend all Tennis Scotland Performance Team meetings.
- Provide detail of activity to Head of Performance for Board reports.
- Support the wider performance team with activities as and when appropriate.
- Undertake additional duties as allocated from time to time by the Executive.

Person Specification

Previous Experience of:

Proven experience and success in a similar role with credible experience at management level	Essential
Work effectively and collaboratively with a range of internal and external stakeholders	Essential
Demonstrating exceptional personal communications skills with proven ability to build and maintain effective relationships and influence	Essential
Experience in the design, development and implementation of talent programmes	Essential
In depth understanding of disability tennis and the networks that support the sport	Essential
Commitment to develop knowledge and understanding of Wheel Chair Tennis and individual player abilities to best support their performance and well-being	Essential
Decision making and accountability; ability to make key decisions with autonomy	Essential
Proven ability to think strategically and work with partners to achieve long term goals	Essential
Excellent understanding of the coaching process and coaching methodology	Essential

Knowledge, Training & Qualifications:

SPC level 4 and LTA accredited + (or the desire to work towards this)	Highly Desirable
Up-to-date LTA coach licence including a satisfactory PVG	Essential
Educated to Degree level or able to demonstrate a level of operational understanding consistent with Degree level	Essential
IT literate with excellent written, verbal, communication and influencing skills.	Essential
Full Driving Licence	Essential

Personal Attributes

<i>Inspiring</i>	• 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
<i>Inclusive</i>	• 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>	• 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>	• 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