

Scottish Player Development Centre (SPDC) Performance Coach

Responsible to	National Coach 16U/SPDC 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” 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, WTA and UNIQLO WT 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 SPDC Performance Coach will play a key role in the performance team and will support the development of 16U players to achieve the performance elements of the Tennis Scotland strategy.

The SPDC Performance Coach will assist the National Coach 16U/SPDC Head Coach with the planning management and delivery of the National Programme for Tennis Scotland’s 16U high performance players, ensuring that players progress and achieve their potential. The SPDC Performance Coach will also feed into the development of the programme to produce robust and resilient competitors and will support the wider performance team and the Head of Performance to deliver the organisations key strategic objectives and enhance the pathway.

This role will require experience in player development and the performance strategy for the player pathway. The role will involve working closely with other partners including sportscotland Institute of Sport and the LTA performance team as appropriate.

Key Accountabilities

- Support the vision for performance tennis for 16U SPDC players, creating opportunities and pathways for talented players to progress into professional tennis.
- Assist the National Coach 16U/SPDC Head Coach with the planning and the delivery of the SPDC programme for players 11-16 yrs.
- Support players within the SPDC, taking the lead on identified players and their IAP’s as appropriate and in agreement with the National Coach 16U/SPDC Head Coach.
- Ensure player Individual Athlete Plans (IAP’s) are in place and that they are actively updated and reviewed.
- Input into player agreements and contracts, working with National Coach 16U/SPDC Head Coach, Head of Operations and Head of Performance.
- Ensure the tracking and monitoring of each player’s performance via the Player Development Management System (PDMS).

- Contribute to the content of parent support workshops as part of the parent strategy
- Support, manage and deliver Tennis Scotland 16U national training camps/official teams and trips as part of the SPDC programme.
- Support the National Coach 16U/SPDC Head Coach with the reporting system to feedback to players, coaches and parents/guardians.
- Attend key domestic and International tournaments and undertake player visits as agreed by the National Coach 16U/SPDC Head Coach.
- Work closely with the Tennis Scotland performance team, the LTA and **sportscotland** to ensure opportunities are given to high performing Scottish players.
- Input into the selection of players for the National Player Programme.
- Advise on the allocation of wildcards to Scottish players at TE, ITF, and other TS/ LTA domestic events as appropriate.
- National Coach 16U/SPDC Head Coach ,
- Support the National Coach 16U/SPDC Head Coach with quarterly, evidence-based development reviews with the player/parent/coach and relevant support team members.
- Attend SPDC meetings and wider performance team meetings.
- Attend various working groups to input into the annual domestic tournament schedule to ensure there are clear opportunities for 16U players to compete in Scotland.
- Support the National Coach 16U/SPDC Head Coach with the management of Player programmes for 16U high achieving players on the Player Development Pathway
- Undertake additional duties as allocated from time to time by the SPDC Head Coach/ National Manager 16U and Head Performance.

Person Specification

Previous Experience of:

Proven experience and success in a similar role with credible experience.	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
Developing young players to a National/International standard	Essential
Building and managing relationships of trust and influence with aspiring players, personal coaches and families	Essential
Using effective communication skills to influence players, coaches and parents	Essential
Delivering training camps and co-ordinating trips to tournaments for 16U performance players	Essential
Working as part of a multi-disciplinary team of coaches and practitioners to support the planning and reviewing players' individual development plans	Desirable
Working with IT and video-based systems in order to provide technical and tactical feedback to players about their performance – training and competition	Desirable
Experience of working in a performance programme with 16U players and working as part of an interdisciplinary team	Essential
Working on individual annual player programmes of 16U Players with evidenced successful outcomes	Desirable
Playing and/or coaching tennis (particularly in junior age-categories) at the highest levels of the international game	Desirable

Knowledge, Training & Qualifications:

Knowledge of and track record of developing high potential junior tennis players of both genders to the standards required for future international level success	Essential
SPC level 4 and LTA accredited +(or the desire to work towards this)	Essential
Up-to-date LTA coach licence including a satisfactory DBS disclosure/PVG	Essential
Excellent working knowledge and understanding of the technical, tactical, physical, psychological demands and developments with regards to 16U players	Essential
Excellent working knowledge and understanding of how to engage, communicate and motivate young players	Essential
An understanding of the requirements of running a high performance programme for developing young tennis players	Essential
IT literate with excellent written, verbal, communication and influencing skills.	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>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