

Scottish Player Development Centre (SPDC) Head Coach/National Manager 16U

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” 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 and UNIQLO WC 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 Head Coach/National Manager 16U will play a key role in the performance team to achieve success for our top Scottish players aged 16U who are part of the Scottish National Player Pathway (SNPP). We are looking for an individual with the passion, commitment and expertise to deliver a performance programme and create an outstanding training environment. The successful applicant will lead the on court programme as well as being individual coach to a small number of high potential juniors aged 16U, with the aim of achieving international success and players being selected onto LTA player pathway programmes. The SPDC Head Coach/National Manager 16U will work closely with the Head of Performance and the wider Tennis Scotland performance team to play a vital role in the implementation of the overall Tennis Scotland and LTA Performance Strategy.

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

- Lead and manage all SPDC operations, including training and competition planning, weekly programming and day-to-day development/delivery of the SPDC programme.
- Support the Tennis Scotland local/district programmes and coaches to ensure that all player development programmes are aligned and delivered with excellence.
- Support the wider performance team as an active member of the Tennis Scotland performance working group contributing to the wider Tennis Scotland Performance Strategy.
- Manage and coordinate the workload of the SPDC coaching team.
- Design training and competition schedules for SPDC players.
- Plan and lead on Tennis Scotland trips for SPDC players, linking closely with the wider performance team.
- Deliver expert coaching to the SPDC players and leadership to the SPDC coaching team, players and parents.

- Work closely with the Tennis Scotland 16+ Base Coach to ensure that players are provided with appropriate training opportunities as they progress through the SNPP.
- Work closely with the wider Tennis Scotland and LTA performance team to share best practice, learn and continually seek out ways to drive improvements and inform delivery.
- Plan and deliver with the wider performance team Tennis Scotland National camps and attend LTA National camps and trips as required.
- Develop/implement and update IAP's for players on the SPDC programme.
- Budget responsibility for the SPDC programme which includes training and competition.
- Ensure all activity is compliant with the Tennis Scotland health & safety policy and the safeguarding policy.
- Collaborate/partner with external stakeholders which may include **sportscotland** Institute of Sport/local authorities/LTA.
- Provide updates, reports and information required to the Tennis Scotland Head of Performance, wider performance team, and the LTA performance team.
- Manage the SPDC Performance Coach to oversee the district or equivalent 11U programmes across Scotland, leading on player development fundamentals.
- Lead on the 16U annual calendar to include termly programme activity, Tennis Scotland trips and National camps for players 16U.
- Lead on the development and management of the 16U budget in conjunction with the Head of Performance.
- Take the lead on the delivery of anti-doping annual education workshop for the 16U pathway
- Act as the LTA contact for NAGP for Scottish players and be the main contact for wildcards for Scottish players 16U.
- Lead on the management of Tennis Scotland camps including selections/content and reporting.
- Work closely with the Head of Operations to ensure that notable successes and achievements are documented and promoted through Tennis Scotland's communications platforms.

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
Educated to Degree level or able to demonstrate a level of operational understanding consistent with Degree level	Essential
Excellent working knowledge and understanding of how to engage, communicate and motivate young players	Essential
Using effective communication skills to influence players, coaches and parents	Essential
Working with IT and video-based systems in order to provide technical and tactical feedback to players about their performance	Essential
Designing of individual annual player programmes of 16U Players with evidenced successful outcomes	Essential
Experience of leading a junior performance programme and working as part of an interdisciplinary team	Essential
Playing and/or coaching tennis (particularly in junior age-categories) at the highest levels of the international game	Desirable

Developing high potential 16U junior players with successful outcomes into ITF and senior competition.	Desirable
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Knowledge, Training & Qualifications:

Knowledge 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 +	Essential
Up-to-date LTA coach licence including a satisfactory PVG disclosure	Essential
Excellent working knowledge and understanding of the technical, tactical, physical, psychological demands and developments with regards to junior 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 tennis players and the LTA Player pathway	Essential
IT literate with excellent written, verbal, communication and influencing skills.	Essential
Full Driving Licence	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