

GB NATIONAL TENNIS ACADEMY at The University of Stirling PERFORMANCE COACH

Tennis Scotland Job Description			
Job Title:	National Academy Performance Coach	Department:	Performance, Tennis Scotland
Reports to:	GB National Tennis Academy Head Coach	Location:	Scottish National Tennis Centre, University of Stirling
Contract Type:	Permanent	Salary Band:	Competitive based on experience + attractive unique benefits package
Work Pattern:	Full-Time, evening & weekend working including foreign travel	Date JD Completed:	March 2019

Overall purpose of the role:

The GB National Tennis Academy Performance Coach will support the coaching and science and medicine team to develop players who are capable of being selected for the LTA Pro Scholarship Programme in the future.

The Performance Coach will be required to support the delivery on an inspirational pro-style, interdisciplinary training environment, promoting a culture of excellence through people, resources and facilities which contributes to the development of world class tennis players.

The Performance Coach will report directly the GB National Tennis Academy Head Coach, supporting with the planning, organisation, delivery and monitoring of a high performance tennis programme to a selected group of Britain's top players normally aged between 13-18 in conjunction and in partnership with the performance staff at Tennis Scotland, and also the LTA Performance Team, **sportscotland** Institute of Sport, the University of Stirling and Dollar Academy.

The Performance Coach will be joining an exciting new team consisting of a Head Coach, Lead Performance Coach, LTA Performance Advisor supported by the National Academy Manager, National Academy Performance Co-ordinator, Welfare Officer and the **sportscotland** institute of sport practitioners delivering sports science and medicine services, including, strength and conditioning, sport psychology, physiotherapy, performance analysis, nutrition and performance lifestyle. This would be in addition to the support from the senior management team at Tennis Scotland and wider support being available from partners including the University of Stirling Performance Team and Key Link Tutors at Dollar Academy.

Key Contacts

Internal:	External:
<ul style="list-style-type: none"> • Tennis Scotland CEO • National Academy Head Coach • National Academy Lead Performance Coach • National Academy Manager • National Academy Performance Co-ordinator • National Academy Welfare Office • Tennis Scotland Head of Inclusive Player Pathways and National Player Programme • Tennis Scotland National Pathway Coach 	<ul style="list-style-type: none"> • Players, their families and current individual coaches • LTA Performance Advisor • LTA Performance Team • sportscotland institute of sport Practitioners • University of Stirling Performance Team and Academic Researchers • Integrated Training Partners • Key Link Tutors at Partner Schools • Regional Player Development Centre (RPDC) Coaches / Coaching Mentors

Department: Performance

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Key Accountabilities:
Support the delivery an inspirational pro-style interdisciplinary training programme and environment for selected players in keeping with the aims and objectives of the LTA's Performance Strategy.
Setting exemplary standards working alongside 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.
Adopting a clear coaching philosophy and methodology which includes innovative and varied practice and optimises the development of adolescent players.
Contribute to the effective management of a select squad of performance tennis players. This includes assisting with the establishment of Personal Development Plans for each player with 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 co-curricular activities nurturing the social development of young people.
Being a key member of the coaching team delivering the performance programme at the National Academy, specifically, working effectively alongside the National Academy Head Coach, Lead Performance Coach and LTA Performance Advisor, with support from the National Academy Manager, Performance Co-ordinator, sports science and medicine practitioners at the sportscotland institute of sport and wider partner support from the University of Stirling and Dollar Academy.
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.
Be part of 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.
Support player recruitment activities including scouting, selection and recruitment players to the National Academy against transparent and clearly defined, evidence-based criteria.
Contribute to promotion and marketing of the National Academy to attract the most talented British juniors.
Commit to the LTA Performance Team Coach Development Programme and the Tennis Scotland Performance Coach Development Programme as well as identifying 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 assist the Head Coach providing reports to the National Academy Advisory Board. Contribute to information requests of Tennis Scotland and LTA Performance Team as and when required.
Assist staff ensuring all resources are maximised.
Provide appropriate programme evaluation support to the Head Coach and National Academy Manager.
Undertake other duties as may be required by Tennis Scotland and LTA Performance Teams from time to time.

Person Specification		
Factor	Essential	Desirable
Qualifications and Attainments	<ul style="list-style-type: none"> • LTA Senior Performance Coach (SPC) or equivalent • LTA Accredited+ or an ability to secure this prior to starting • 	<ul style="list-style-type: none"> • Degree in sports science, sports coaching or other relevant subject
Knowledge and Experience:	<ul style="list-style-type: none"> • Proven coaching track record and experience of developing players aged 13+ to tour level • Knowledge and experience of working within national and international programmes, groups and associations. • Knowledge, experience and understanding of high performance tennis development, especially the transitions in adolescent years. • Proven knowledge and experience of leading and coaching elite player development programmes, delivering results at world level. • Proven knowledge, experience and understanding of different coaching philosophies and methodologies • Understanding of modern, worldwide coaching techniques that is embedded within progressive sports science and medicine. 	<ul style="list-style-type: none"> • Experience of embedding tennis programmes within sport science and medicine • Experience of working within a multi-disciplinary support team • Experience of managing resources effectively • Experience of report writing • Knowledge of performance pathways • Experience of leading a performance programme and delivering an inspirational environment • Understanding of British and Scottish education systems • Experience in promoting academy programmes
Competencies	<ul style="list-style-type: none"> • Planning & Organising • Effective Communication • Team Working • Leading Others • Personal Accountability • Flexibility 	<ul style="list-style-type: none"> • Facilitating change • Positive attitude with 'can do mentality'

Additional Requirements:	<ul style="list-style-type: none">• Ability to undertake flexible working hours• Full driving license• Current valid Passport• Satisfactory PVG check	
<p>How to apply: If you are interested in the role, please email your CV and a covering letter, which outlines how you meet the requirements of the role, to Blane Dodds, Tennis Scotland Chief Executive, blane.dodds@tennisscotland.org prior to the deadline of 3pm on Friday 10 May 2019. Interviews will be in Stirling on 16 May 2019.</p> <p>Informal enquiries should be made to either: Leo Azevedo, GB National Tennis Academy Head Coach, on Leo.Azevedo@tennisscotland.org or Jason Atkins, National Academy Manager, on Jason.Atkins@tennisscotland.org</p> <p>Note: All applications and informal enquiries will be treated in the strictest confidence.</p>		