

10U Performance Network Lead

Responsible to	Regional Player Development Centre (RPDC) Network Lead
Location	Mobile role based nationally, with the requirement for regional and national travel.
Salary	Competitive – will vary depending on skills and experience
Contract Type	Fixed Term Contract from April 2026 – end of August 2027

About the Role

The LTA's vision is 'Tennis Opened Up', and our mission is to transform communities through tennis, focusing on three areas – making tennis welcoming, enjoyable and inspiring to everyone.

This is a unique opportunity to help shape the 10U Regional Performance stage of the LTA Player Pathway. You will lead a national network of 10U Performance Programmes, supporting them to deliver high quality player development and strong day to day programmes. You will recruit, onboard, and build strong relationships with coaches and operators, helping them understand and meet the agreed standards of delivery. Your work will help more young players be inspired, supported, and prepared for the National Performance Stage of the pathway.

Our Support to You

When applying for our roles, you will be asked as part of our application process if you require any adjustments or support during the recruitment process. Adjustments could include extra time for assessments, interview questions in advance, alternative formats for materials or wheelchair access. Any information you provide will be treated in confidence and only used to make sure you have the best possible experience with us.

Key Accountabilities

Network Leadership and Programme Standards

- Support the 10U Performance Network (10U Performance Programmes – *Enhanced* and 10U Performance Programmes) to deliver to the agreed player development and programme standards aligned with their accreditation onto the network.
- Acting as the primary point of contact within the National Performance Pathway (NPP) Team, providing day to day support and guidance to the 10U Performance Network, ensuring centres consistently meet the minimum operating expectations and deliver to the expected purpose and outputs.
- Maintain regular contact with the 10U Performance Network, including regular on-site visits, and offering constructive guidance that supports each centre's and the coaching teams improvement.
- Work in collaboration with the RPDC Network Lead and 10U National Pathway Manager, to develop and lead delivery of selection and renewal processes for the network, setting of strategic priorities,

tracking and monitoring of programmes development, including the delivery of mid-term and annual reviews.

- Ensure relevant LTA policies and agreements are clearly communicated, understood and adhered to across the network, including safeguarding, player travel, and delivery standards.

Monitoring and Evaluation

- Agree development plans with each centre to make meaningful progress and continually strengthen their delivery.
- In conjunction with the RPDC Network Lead and 10U National Pathway Manager, agree clear measures to understand programme quality, player development, and the impact of LTA support.
- Support the ongoing development of performance tracking tools, dashboards, and player development insights to ensure an aligned and joined-up approach between the 10U Performance Network, RPDCs, and the National Pathway.
- Use player and programme insight to support centre improvement and shape network wide development.

Centre Visits and Coaching Support

- Visit centres regularly to understand their environment and provide constructive feedback that supports programme and coach development. This will require on and off court feedback/support.
- Observe sessions, environment, and player engagement, and share clear but constructive feedback directly with the programmes, and with the LTA Performance Coach Development Team to help shape group and individual coach development at 10U.
- Attend and support (and lead where required) network CPD and training activity, ensuring that delivery within centres reflects the latest LTA frameworks and player development principles.
- Undertake formal and informal personal development as appropriate to meet the demands of the role, including LTA coach education and professional development opportunities.

Player Transitions and Pathway Alignment

- Work closely with the 10U Performance Network and RPDC network to support smooth and well planned transitions for players moving into the 11 to 14 national performance stage.
- Through connection with Regional Player Development Centres, understand the development needs and expectations of players progressing from the Regional to National Stage of the pathway.

Collaboration and Cross-Departmental Working

- Work closely with LTA colleagues, including the 10U National Pathway Manager, 10U National Pathway Coaches, County Performance Leads, National Age Group Coaches, Performance Analysis Team, Safeguarding Team, and Coach Education Teams, to ensure a coordinated and effective approach to the support of 10U player development.
- Support the network to ensure close collaboration between the 10U Performance Network, Regional Player Development Centres (RPDCs), and counties - ensuring a joined-up approach across the pathway and strong local delivery connections.
- Contribute to the selection and renewal of the 10U Performance Network, ensuring programme standards and delivery are at the required level.
- Work as part of the NPP Team to continually enhance the quality, consistency, and impact of the Player Pathway.

- Work with the Communications and NPP teams to help establish the identity and visibility of the 10U network, ensuring families and coaches understand the purpose of the system and the opportunities it provides.

Learning, Sharing and Culture

- Ensure that learning, insights, and good practice are shared between the 10U Performance Network, RPDCs, counties, and the wider NPP Team to strengthen the Player Pathway.
- Lead on targeted areas of work that improve player and coach experiences within the 10U network.
- Undertake additional administrative and reporting tasks as required to ensure programme activity is delivered to a high standard.

Person Specification

Previous Experience of:

Strong organisational and planning skills, with the ability to manage programme reviews, feedback processes, and day to day operational activity to a high standard.	<i>Essential</i>
Proven success in developing junior players to national or international standards (at least awareness of 12U international benchmarks).	<i>Essential</i>
Experience contributing to or operating within a performance system or national pathway structure.	<i>Essential</i>
Developing or mentoring coaches, including on-court observation and feedback.	<i>Essential</i>
Building and managing relationships of trust and influence with aspiring players, personal coaches and families.	<i>Essential</i>
Working with a coaches and parents to plan and review player development including, individual development plans, training programmes and tournament schedules.	<i>Essential</i>
Excellent understanding of safe, inclusive, and engaging learning environments for children.	<i>Essential</i>
Experience working within a performance environment for older age groups (11U–14U).	<i>Desirable</i>
Running or leading a performance programme with evidenced successful outcomes.	<i>Desirable</i>
Delivering CPD or coach education (e.g., tutoring, workshops, LTA qualifications).	<i>Desirable</i>
Data tracking, player monitoring, and using insights to improve programmes.	<i>Desirable</i>

Knowledge, Training & Qualifications:

LTA Level 4 SPC (or international equivalent) and LTA Accredited+.	<i>Essential</i>
Up-to-date LTA Coach License and enhanced DBS disclosure.	<i>Essential</i>
Deep understanding of technical, tactical, physical, and psychological demands of 10U tennis.	<i>Essential</i>
A comprehensive understanding of the requirements of running a high performance programmes for developing tennis players.	<i>Essential</i>
Strong understanding of effective coaching methods for engaging and motivating young players.	<i>Essential</i>
Knowledge of LTA performance frameworks, minimum operating expectations, and player pathway principles.	<i>Essential</i>
IT literate with strong written, verbal, and communication skills.	<i>Essential</i>

Personal Attributes (Our Values)

Inclusion	<ul style="list-style-type: none">• I make people feel welcome.• I recognise the power of our differences.• I create a safe environment.
Teamwork	<ul style="list-style-type: none">• A collaborative colleague capable of working in partnership with a wide range of stakeholders to enable talented young players to thrive.• An excellent listener who understands the perspectives of coaches, parents, and players.
Integrity	<ul style="list-style-type: none">• Sets high personal standards of professionalism and performance.• Acts with fairness and transparency, seeking advice and collaboration when managing challenging situations.
Passion	<ul style="list-style-type: none">• Highly motivated to create fun, positive, and excellent environments for young players to develop.• An inspiring presence capable of engaging children, coaches, and parents alike.
Excellence	<ul style="list-style-type: none">• Committed to continuous personal improvement and professional learning.• Seeks to raise standards of delivery, coaching practice, and player experiences across the 10U network.

Life at the LTA

The LTA, through its vision 'Tennis Opened Up', is committed to creating an inclusive environment where all colleagues feel included and a strong sense of belonging. We particularly welcome applications from people from ethnically diverse communities, deaf and disabled people, members of the LGBTQ+ community and people with lived experience of the UK's many and varied communities.

Read some of our colleague testimonials below and find out more about our LTA benefits [here](#)

"As a new mum, I've appreciated the LTA's newly enhanced benefits, which have supported me during maternity leave and in my return to work. In total, I have been with the LTA for four years and love the diversity of my role."

"Everyone's respected in terms of the culture, ethnicity, and the background, so you don't feel unequal in any capacity. I remember how supportive my team had been during Ramadan, being fully understanding of its requirements and flexible with my work schedule."

"As a new starter at the LTA, my experience has been overwhelmingly positive. Being a tennis fan, I was excited to join the organisation, and from day one, I've been impressed by everyone's dedication to our mission of 'Tennis Opened Up', as well as promoting diversity, inclusion, and sustainability."
