

10U National Pathway Coach – North region

Responsible to	10U National Pathway Manager
Location	Mobile role based in the North region plus the requirement for national travel
Salary	Competitive – will vary depending on experience

About the Role

Our 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.

The Performance team is an integral part of our mission, playing a crucial role in supporting and developing the current and future elite players of British tennis who can inspire the nation. Our vision is to make Great Britain one of the most respected nations in the world for player development. Our Player Pathway is a strategic approach providing future potential champions a clear route for progression, from Mini Red to major tournament success. The Player Pathway delivers programmes at each stage of the journey, to ensure that the right players are training in the right environment, with the right coaching support.

The 10U National Pathway Coach is responsible for a portfolio of work with players, coaches and programmes in the 10U space of the National Player Pathway in order to identify and develop a pool of players who are inspired, informed and ready to meet the demands of the national stage of the pathway. This role involves driving player development through the provision of excellent support to coaches and key staff across County programmes and the network of development centres.

Key Accountabilities

National Player Pathway activity for U10s

- Lead the planning, co-ordination and delivery of all Regional Performance Camp opportunities to 10U players within the allocated region (and when required outside of their allocated region)
- Develop meaningful relationships and proactively engage with a network of County Performance Leads and Tennis Scotland to ensure that appropriate players are invited to attend the Regional Performance Camps.
- Support the delivery of Inter Regional, National and International pathway activity as and when required at both the 10&U and 11&U age groups.
- Responsible for providing timely feedback and appropriate assistance to the personal coaches and parents of all players from the region attending National Player Pathway activity.
- Develop a deep understanding of the 10&U player base within the region. Develop a depth chart and proactively monitor the progress of players within the allocated region using the protocols prescribed and recommend players for the RPDC Longlist each year.

Support programmes on the Player Pathway

- Provide insights on the Counties to the 10&U National Pathway Manager to help shape the 10&U County Performance Plans.
- Provide insights on the programmes within the region that could be considered to join the network of LTA endorsed 10&U Performance Programmes.
- Provide support and challenge were required to an allocated number of LTA endorsed 10&U Performance Programmes and Regional Player Development Centres (RPDCs) to help enhance those programmes.
- Support the annual review processes for those RPDC programmes within the allocated region that are part of the LTA's Player Pathway.

Delivery of a joined up National Performance Pathway

- Attend, where required or appropriate, County Training and competition to create an in-depth knowledge of the U10 players across the region.
- Work closely with National Age-Group Coaches to deliver National Age Group Programme activity and ensure there is an effective transition for players moving into the national stage of the pathway (including RPDCs).
- Assist the Performance Coach Development Team to identify and support aspirational performance coaches who are working with 10U players.
- Work closely with other LTA Departments to ensure the appropriate provision and effectiveness of competition across the 10&U age groups.

Personal and pathway development

- Work as part of a team to challenge, develop and enhance the evolution of the National Player Pathway and deliver the teams and wider performance objectives.
- Undertake formal and informal team and personal development as appropriate in order to meet the demands of the role.
- Lead on targeted areas of work to improve the programmes and/or experiences for players, coaches and programmes in U10 programmes on the Player Pathway.
- Undertake additional administrative tasks that may be required to ensure that processes are completed and programme activity is delivered with excellence.

Person Specification

Previous Experience of:

Nurturing the development of U10 and U12 players at national and international levels	<i>Essential</i>
Developing individual coaches and their training environments	<i>Essential</i>
Working with tennis operators and County Performance staff to improve tennis programmes	<i>Essential</i>
Building relationships with parents to develop optimal programmes for their child	<i>Essential</i>
Planning and delivering group sessions, training camps and match events	<i>Essential</i>
Using IT to undertake analysis and monitor player progression	<i>Essential</i>
Creating and delivering educational workshops to players, coaches and parents	<i>Desirable</i>

Knowledge, Training & Qualifications:

Level 4 coaching qualification	<i>Essential</i>
Up-to-date LTA coach licence including a satisfactory DBS disclosure	<i>Essential</i>
Awareness of international standards for players of both genders aged 10-12	<i>Essential</i>
Understanding of the programme and environment required to develop players aged 10-12	<i>Essential</i>
Knowledge on the requirements for undertaking effective talent identification	<i>Essential</i>
Excellent written, conversation and presentation skills	<i>Desirable</i>
IT literate and competent with Microsoft Word, Office and PowerPoint	<i>Desirable</i>

Personal Attributes:

Inclusion	<ul style="list-style-type: none">• Create an environment where people feel safe and welcomed.• Value people's differences and believe they make us stronger.• Take the time to learn more about inclusion and remove any current or potential barriers.
Teamwork	<ul style="list-style-type: none">• Able to work on own initiative and appreciate the high level of accountability.• A great leader and motivator of others.• A great communicator both internally & externally.• Always prepared to work collaboratively.
Integrity	<ul style="list-style-type: none">• A high degree of emotional intelligence and self-awareness, with the ability to adapt style to meet the needs of the audience.• 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.
Passion	<ul style="list-style-type: none">• A genuine passion for people and good customer service ethic.• Highly proactive with a 'can-do' attitude• Hard working & driven to succeed and achieve our mission.
Excellence	<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.

Our Benefits

We are proud of the range of benefits we can provide:

- 25 days annual leave
- Annual award extra leave
- Pension
- Life assurance
- Reimbursement of eye tests
- Long service awards, plus monthly and annual colleague awards
- Private Medical & Health Insurance
- Free onsite gym & use of the Tennis & Padel courts
- Cycle to Work Scheme
- Enhanced maternity, paternity, adoption, and shared parental leave
- Free mental health first aider support
- Colleague ticket offer
- Annual Bonus Scheme
- Free parking & bike racks
- Retail discounts
- Training & Development
- Summer and Christmas party
- Free tea and coffee provided daily
- Electrical vehicle charging points
- Staff lockers
- 30% discounts in our café
- Social activities including Tennis Tuesdays, Padel Wednesdays, Football Thursdays, all colleague days, cycling club, running club etc.

Our Culture

The LTA, through its vision 'Tennis Opened Up', is committed to creating a diverse environment where all colleagues feel included and a strong sense of belonging. We are proud to actively invite applications from all candidates who meet the essential criteria and can work in the UK. We commit that everyone will receive equal consideration for employment irrespective of your ethnicity, religion, sex, gender reassignment, sexual orientation, age, any disability, marital or civil partnership status, and pregnancy or maternity status.

We particularly welcome applications from:

- *People from ethnically diverse communities*
- *Deaf and disabled people*
- *Members of the LGBTQ+ community*
- *People with lived experience of the UK's many and varied communities*

The LTA Tennis Foundation is a new tennis charity that partners with brilliant people and organisations to improve lives through tennis. It shares the LTA's vision of 'Tennis Opened Up', and it wants to use our sport to make a real difference to people across the whole country. All LTA colleagues have the chance to get involved with the LTA TF, with some directly involved in delivering and leading its work.

To truly deliver our vision of 'Tennis Opened Up', we believe it is critical that the LTA plays our part in contributing to a healthier and more sustainable society. We want to grow tennis in Britain, but do so in a responsible way, protecting and supporting the environment and working with everyone in the sport to tackle our climate impacts. We are committed to ensuring a lasting future for tennis in Britain, and our Environmental Sustainability Plan sets out how we will do this.

Find out more here:

- [Life at the LTA](#)
- www.lta.org.uk/sustainability