

## National Player Programme (NPP) 16+ Base Coach Contract for Services

<b>Responsible to</b>	<b>Head of Performance</b>
<b>Location</b>	<b>Various/Scottish National Tennis Centre - Stirling</b>
<b>Contract Value</b>	<b>COMPETITIVE (plus benefits)</b>

### About Us

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 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.

### Overall purpose of the service

The performance team is responsible for building a World Class Player Development Pathway. The 16+ Base Coach will work closely with the Head of Performance and the wider performance team playing an important role in the implementation of the Scottish National Player Pathway (SNPP). The National Player Programme (NPP) is an integral part of the pathway and seeks to support 16+ players who have the potential to compete successfully on the international stage as a top junior/senior player in the UK. The 16+ Base Coach will support the NPP players in training, working with the other programme leads to create a quality and motivating training environment. The 16+ Base Coach will co-ordinate the training court requirements for the NPP players oversee and deliver sessions when players at base.

### Key Accountabilities

- Lead on the planning and co-ordination of training courts for the NPP players when at base in Stirling.
- Lead on the delivery of NPP training sessions.
- Lead on NPP player IAP's and the implementation of tracking documents.
- Support NPP players with the creation of a tournament schedule which compliments their development.
- Support the SPDC Head Coach/16U National Manager with the design and implementation of National Training.
- Work closely with SPDC Head Coach/National Manager 16U and wider Tennis Scotland performance coaching team on court programming.
- Support the SPDC Head Coach/16U National Manager with the transition programme for players who are progressing from the SPDC programme.
- Support the Head of Performance and SPDC Head Coach/National Manager 16U and Head of Sports Science and Medicine with the selection of players onto the NPP programme.

- Work closely with the Head of Sport Science and Medicine and support SIS practitioners to ensure players have up to date IAP's and have a clear understanding of their training on and off the court when back at base.
- Support the Head of Performance and Head of Sports Science and Medicine with NPP player reviews.
- Support players at competition agreed in advance with the Head of Performance.
- Work closely with Head of Performance to ensure NPP players are compliant with anti-doping code.
- Attend budget meetings with Head of Performance to ensure activities fall within budget.

## 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
Working with 16+ players playing at an international level junior and senior	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 16+ 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	Essential
Planning training and competition schedules for players playing on the Pro Tour	Essential
Experience of working in a performance programme with 16+ players and working as part of an interdisciplinary team	Essential
Managing IAP's of 16+ Players with evidenced successful outcomes	Essential
Playing and/or coaching tennis (particularly in junior age-categories) at the highest levels of the international game	Desirable
Working with IT and video-based systems to provide technical and tactical feedback to players about their performance in training and competition	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 or above and LTA accredited +	Essential
Up-to-date LTA coach licence including a satisfactory DBS/PVG disclosure	Essential
Excellent working knowledge and understanding of player development for 16+ players and the relevant competitive tours	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	Essential
IT literate with excellent written, verbal, communication and influencing skills	Desirable
A knowledge of the GB University and US college system	Desirable

## Personal Attributes

<i>Teamwork</i>	<ul style="list-style-type: none"><li>• A great communicator both internally &amp; externally</li><li>• Always prepared to work collaboratively</li><li>• Works well as part of a national team, working remotely across large areas</li><li>• Good at sharing best practice ideas across a wide range of partners</li></ul>
<i>Inclusion</i>	<ul style="list-style-type: none"><li>• Works openly &amp; honestly in the interest of the team</li><li>• Will always suggest improvements to ways of working</li><li>• Will be comfortable challenging groups or individuals to ensure high levels of work</li><li>• Treats others as you wish to be treated</li></ul>
<i>Ambition</i>	<ul style="list-style-type: none"><li>• Committed to growing the sport of tennis and padel</li><li>• Hard working &amp; driven to succeed and achieve our mission</li><li>• Passionate about developing opportunities</li></ul>
<i>Excellence</i>	<ul style="list-style-type: none"><li>• Always aims to achieve the best possible outcome</li><li>• Develops plans based on best practise and previous experience</li><li>• Seeks support from colleagues to improve outcomes</li><li>• Will be happy to take the more challenging route if it results in higher quality outputs</li></ul>