

## National Age Group Coach (NAGC) – Girls 11U

<b>Responsible to</b>	<b>Head of National Performance Pathway</b>
<b>Location</b>	<b>Mobile role based across Great Britain plus the requirement for international travel</b>
<b>Contract</b>	<b>Full time fixed term contract (maternity cover) – 27<sup>th</sup> Jan 2025 – 31st Dec 2025</b>
<b>Salary</b>	<b>Competitive – will vary depending on experience</b>

### 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.

Our Performance Team at the LTA aims to become one of the most respected nations in the world for player development. We will do this by creating a pathway for champions that nurtures a diverse team of players, people and leaders.

The National Performance Pathway Teams purpose is to increase the number of internationally competitive 14U players with the potential to transition strongly to the international Junior stage, through increasing the number of players inspired, informed and ready to meet the demands of the next stage of the pathway.

This role includes

- Supporting the development of players, their coaches, and parents.
- Requires working closely and collaboratively with the National Pathway Coaches (10U), National Age Group Coaches (11U – 14U), other LTA teams/departments, and external partners/stakeholders.

### Key Accountabilities

#### National Age Group Programme (NAGP)

Act as the LTA National Age Group Coach for the 11U girls age group, responsible for the identification and progression of players within the 11U age group and effective transition into and out of the 11U age group.

This will include (but not be limited to):

- Case management of NAGP Scholars and allocated players within the age group and appropriate gender.
- Player progression of the players involved in national activity and above.
- Provide support to personal coaches and parents, maintaining frequent and appropriate channels of communication.
- Lead the development, agreement, monitoring and review of individual development plans.

- Undertake visits to the player's day-day training environment to support and influence player, parent and coach.
- Lead, plan and deliver the National Camps and/or national activity for the 11U girls' group (and where required support the other NAGC's and National Pathway Coaches in other age groups/genders). This will include, working with the performance support team to agree themes for the activity and ensure maximum impact, work with the other coaches assisting the activity to ensure all aligned, plan and deliver on-court and off-court sessions, and setting the appropriate environment for the player's age and stage of development.
- Following participation in LTA activity, produce and communicate evidence-based reports to support their development.
- As National Age Group Captain lead and deliver agreed international trips, GB representative events, and/or international camps ("international activity"), including selection, planning and delivery of the activity, reporting and follow up on the outcomes, and lead pastoral care.
- Attendance at identified domestic and domestic international competition to ensure a comprehensive overview and understanding of the players and their progression, and maximising this to support players, coaches and parents where appropriate.

### Delivery of a Joined Up National Performance Pathway

- Regularly scout 11U – 14U players at National and Tennis Europe tournaments in accordance with any processes relating to the selection and development of players as part of the National Performance stage of the pathway.
- Attendance at weekly NPP Team meetings/calls and any other meetings as required.
- As a panel member, contribute to the selection processes and policies involved in the National Performance stage of the pathway.
- Recommend/nominate players for programmes and activity on the LTA Player Pathway, such as RPDC longlist, National Academy, NAGP scholar, and national, or international activity.
- Support the delivery of any LTA led activity (where required), such as Regional Camps, Inter-Regional Camps/Matchplay weekends, National camps, National Matchplay weekends, international activity, and domestic tournament attendance.
- Work closely with the National Pathway Team (NPC's and NAGC's) and personal / programme coaches to ensure that there is an effective transition for players as they move through the Player Pathway.

### Personal and Pathway Development

- Work as part of a team to challenge, develop and enhance the evolution of the National Performance Pathway and deliver the wider programme objectives.
- Undertake formal and informal personal development as appropriate to meet the demands of the role.
- Lead on targeted areas of work to improve the programmes and/or experiences for players, coaches and parents 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 high potential U14 tennis players of both genders to the	Essential
Building and managing relationships of trust and influence with aspiring players, personal	Essential
Working with a team of coaches and practitioners to plan and review player development including, individual development plans, training programmes and tournament schedules.	Essential
Delivering training camps and international tournaments travel for groups of players, which provide high levels of individual support and challenge.	Essential
Playing and/or coaching tennis (particularly in junior age-categories) at the highest levels	Desirable

of the international game.

Working with IT and video-based systems to provide technical and tactical feedback to players about their performance.

*Desirable*

#### *Knowledge, Training & Qualifications:*

SPC Level 4 and LTA Accredited +

*Essential*

Up-to-date LTA coach licence including a satisfactory DBS 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.

*Desirable*

IT literate with excellent written, verbal, communication and influencing skills.

*Desirable*

#### *Personal Attributes:*

<b>Inclusion</b>	<ul style="list-style-type: none"><li>• Create an environment where people feel safe and welcomed.</li><li>• Value people's differences and believe they make us stronger.</li><li>• Take the time to learn more about inclusion and remove any current or potential barriers.</li></ul>
<b>Teamwork</b>	<ul style="list-style-type: none"><li>• A collaborative colleague capable of working in partnership with a broad range of stakeholders to enable our most talented players to thrive and transition effectively through the pathway.</li><li>• An excellent listener with the capability to put oneself in the shoes of other players, coaches and parents and understand the challenges from their perspective.</li></ul>
<b>Integrity</b>	<ul style="list-style-type: none"><li>• Sets high personal standards of professionalism and performance and always acts accordingly.</li><li>• Always seeks help and support from peers and leaders when managing challenging situations.</li></ul>
<b>Passion</b>	<ul style="list-style-type: none"><li>• Highly motivated to provide a fun and excellent environment for talented young players from a diverse range of backgrounds to develop and thrive within.</li><li>• An inspirational person capable of engaging players, coaches and parents in different ways to suit any given situation.</li></ul>
<b>Excellence</b>	<ul style="list-style-type: none"><li>• Continually striving to rigorously review one's own performance and the impact of the NAGP to improve player experiences.</li><li>• Committed to on-going personal and professional development to continually improve as a coach, colleague, mentor and influencer.</li></ul>

## **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](http://www.lta.org.uk/sustainability)