National Age Group Coach (11 - 14)

Responsible to	**Head of National Performance Pathway**
Location	**Mobile role based across Great Britain with the requirement for international travel**
Salary	**£75,000 per annum**

About the Role

The LTA's vision is 'Tennis Opened Up' and its mission is the transform communities through tennis by making it welcoming, enjoyable and inspiring to everyone. We have a similar approach to developing and promoting padel, one of the fastest growing sports in Britain.

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 Team's 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.

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

National Age Group Programme

Act as the LTA National Age Group Coach for the 12U girls age group, with scope to work across different age groups and/or genders in the future.

This role is responsible for the identification and progression of players within their designated age group and for the effective transition into and out of the age group concerned (seamless progression through the pathway).

This will include (but not be limited to):

- Case management of players.
- 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 their designated age group(s) (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 Coach 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, 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 Player Plus 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 standards required for future international level success.	*Essential*
Building and managing relationships of trust and influence with aspiring players, personal coaches and families.	*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 tournament 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 of the international game.	*Desirable*
Working with IT and video-based systems to provide technical and tactical feedback to players about their performance.	*Essential*

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

Personal Attributes (Our Values)

Inclusion	• A collaborative colleague who always strives to make people feel welcome. • An individual who recognises the power of our differences. • Someone who creates a safe environment to allow others to perform at their best.
Teamwork	• 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. • 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.
Integrity	• Sets high personal standards of professionalism and performance and always acts accordingly. • Always seeks help and support from peers and leaders when managing challenging situations.
Passion	• Highly motivated to provide a fun and excellent environment for talented young players from a diverse range of backgrounds to develop and thrive within. • An inspirational person capable of engaging players, coaches and parents in different ways to suit any given situation.
Excellence	• Continually striving to rigorously review one's own performance and the impact of the National Age Group Programme to improve player experiences. • Committed to on-going personal and professional development to continually improve as a coach, colleague, mentor and influencer.

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

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"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 inequal 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."

Applications will close at midnight on Sunday 22nd November, with interviews anticipated to take place in Loughborough on Wednesday 2nd December.

LTA TENNIS FOR BRITAIN