



## Head of Competition Development

<b>Responsible to</b>	<b>Head of Competition</b>
<b>Location</b>	<b>National Tennis Centre, 100 Priory Lane, Roehampton, London SW15 5JQ (with the requirement to work from the office at least 3 days per week, including Mondays)</b>
<b>Salary</b>	<b>Up to £65,000 - £70,000 per annum depending on experience</b>

### 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 Competition team oversee the planning and delivery of all LTA staged competitions at an international and national level, as well as supporting regional, county, and local level competition activity. The team also oversees Padel competition, team competition, disability competition and associated GB representative teams. The team are responsible for servicing competition in Britain, which includes Officiating, Ratings (World Tennis Number) and Rankings, rules and regulations and the digital systems to find and enter competition.

This role will play an important part in delivering against the new Competition Plan 2025-29 and onwards. The primary aim of the role will be to lead on the strategic development and implementation of competition offers to attract and retain more adult and junior players in tennis and padel.

### Key Accountabilities

- Work with the Head of Competition to lead the strategic development, implementation and on-going evolution of the competition products and programmes to successfully deliver the Competition Plan.
- Responsibility to work with the Head of Competition, as part of the Competitions SMT, to manage workload across the team and successfully deliver the Competition Plan.
- Manage the Competition Development Managers and provide direction and support in the delivery of the relevant elements of the annual operational plan and achievement of the associated metrics.
- Manage the competition development budget, including regular reporting to the Head of Competition and Finance Team.
- Develop and introduce a new innovative and inclusive competition offer as part of LTA Youth, at the entry point of the competition structure and own a place in the weekly calendar.
- Oversee the strategic development, growth and operational delivery of the Local Tennis Leagues plan to grow adult competitive play in parks.
- Oversee the strategic development of targeted interventions with a focus on LSEG, Disability and Women and Girls audiences, to diversify and grow the competitive player base.
- Oversee the strategic development, growth and delivery of Play Your Way to Wimbledon and lead and manage the collaboration with the lead partners.
- Review competition for schools and universities and scale the competition offer to reach more schools and pupils and provide more opportunities to compete.



- Work closely with other teams across the business to ensure competition offers provide simple and effective solutions, that are well-packaged, effectively cascaded and communicated.
- Create, build and sustain effective working relationships and networks with key partners particularly others in similar roles in other sports, National Tennis Associations and professional bodies, learning best practice to improve the delivery of competition.

## Person Specification

### Previous Experience of:

Excellent knowledge and understanding of the Sports Industry and Sports Development.	<i>Essential</i>
Excellent communication skills with the ability to liaise and communicate with people at all levels, across a variety of internal and external stakeholders.	<i>Essential</i>
The ability to lead and motivate others.	<i>Essential</i>
Positive and hard-working attitude with a can-do mentality.	<i>Essential</i>
Strong organisational, time management and prioritisation skills, with evidence of developing and delivering plans to support objectives.	<i>Essential</i>
The ability to think at a strategic level and develop and implement strategic plans, including for products and programmes.	<i>Essential</i>
The ability to make key decisions and be accountability for national projects.	<i>Essential</i>
Ability to negotiate with key partners and contractors in a pressurised environment.	<i>Essential</i>
The ability to develop, maintain, and strengthen partnerships with others inside or outside the organisation.	<i>Essential</i>
Adept at driving creative thinking, implementing solutions, and enhancing processes.	<i>Essential</i>
Experience of translating strategy into operational plans to ensure delivery against measures of success including achieving growth at scale.	<i>Essential</i>
Experience of managing multiple projects and working with a broad range of partners and stakeholders.	<i>Essential</i>
Experience of responsibility for development and maintenance of governance documentation for a sports product, programme or offer.	<i>Essential</i>
Experience of setting and managing budgets.	<i>Essential</i>
Strong technical knowledge of Tennis Competition.	<i>Desirable</i>
Excellent personal presentation and communication skills to quickly establish credibility.	<i>Desirable</i>

*Personal Attributes:*

<b><i>Inclusion</i></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><i>Teamwork</i></b>	<ul style="list-style-type: none"><li>• Able to work on own initiative and appreciate the high level of accountability.</li><li>• A great leader and motivator of others.</li><li>• A great communicator both internally &amp; externally.</li><li>• Always prepared to work collaboratively.</li></ul>
<b><i>Integrity</i></b>	<ul style="list-style-type: none"><li>• A high degree of emotional intelligence and self-awareness, with the ability to adapt style to meet the needs of the audience.</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>
<b><i>Passion</i></b>	<ul style="list-style-type: none"><li>• A genuine passion for people and good customer service ethic.</li><li>• Highly proactive with a 'can-do' attitude</li><li>• Hard working &amp; driven to succeed and achieve our mission.</li></ul>
<b><i>Excellence</i></b>	<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>

## 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)