

Remuneration: Competitive

Hours: Part-time, flexible working (based on 160 hours per annum)

Duration: Fixed Term for one year with potential for a further 2 years and beyond subject to funding.

Location: Various

Responsible to: Director of Coaching & Competitions

Contract Type: Self-Employed

Deadline: 12pm on Friday 20 November

Interviews: Wednesday 25 & Thursday 26 November

About the role

East of Scotland Lawn Tennis Association (ESLTA) is the Governing Body of tennis in the East of Scotland. Our aim is to ensure tennis players in the East of Scotland are supported to be the best they can be. The organisation is passionate about more East of Scotland players succeeding in Scotland and aim to do everything we can to ensure there is a seamless pathway from participation to performance. ESLTA is an ambitious and proactive organisation and encourages an adaptable and partnership approach to create investment and growth to ensure a sustainable and healthy future for tennis in the region.

The ESLTA Lead Coach will play a key role in supporting the talented players in the East of Scotland to achieve success and become top Scottish players. This role will support players aged 11-18 and take the players who progress from the Wee Aces set-up and help to identify new players to join the ESLTA programme and become part of the player development pathway. The post will raise the level of players playing in the county and district competitions and increase the profile of the county programme.

We are looking for an individual with the passion, commitment, experience and expertise to deliver a comprehensive programme that caters for developing players and create an outstanding training environment. The successful applicant will lead the on-court programme with the aim of achieving national success and selection into appropriate Regional & National Academies and programmes. The ESLTA Lead Coach will work closely with the Director of Coaching & Competitions and other roles within the ESLTA staff and board as well as linking in with the Performance team at Tennis Scotland. An important aspect of the role will be the liaison with coaches and key roles within member clubs of the ESLTA. The programme should be designed to complement the existing club programmes and enhance the offer to players, not replace it. The role will take a player-centred approach to the delivery of the programme and ensure appropriate provision for the development of the player pool.

Key Responsibilities

- Lead all ESLTA coaching operations, including training and team competition planning, weekly
- programming and day-to-day development/delivery of the ESLTA programme (approximately 4 off court hours a week).
- Support the Club Coach Network and ensure coaches are appropriately kept up to date with regional developments
- Player development programmes in place that reflect the age and stage of the players

LEAD COACH EAST OF SCOTLAND LAWN TENNIS ASSOCIATION (10 - 18 AGE GROUP)

- Liaise with the Coaching & Competitions Director to set the agenda for developing the player development strand as part of the wider ESLTA strategy.
- Manage and coordinate the workload of the ESLTA programme coaches.
- Support and advise on training and competition schedules for ESLTA County players.
- Plan and lead on ESLTA trips for county and district players at all junior age-groups.
- Deliver quality coaching to the ESLTA County players and leadership to the ESLTA coaching team, players and parents. (approximately 12 hours per week of group coaching sessions).
- Work closely with the wider ESLTA and Tennis Scotland Performance and Competitions team to share best practice, learn and continually seek out ways to drive improvements and evolve the programme and strengthen delivery.
- Lead on the planning, selection and delivery of county camps and trips as required.
- Develop/implement a reporting system for all players in the county programme.
- Budget responsibility for the ESLTA programme in partnership with the Director of Coaching & Competitions.
- Have a holistic approach to player development - player and person.
- Ensure all activity is equitable and compliant with the relevant health & safety guidelines.
- Collaborate / partner with external stakeholders which will include clubs, local authorities/Tennis Scotland and others.
- Provide updates, reports and information as required to the Board of ESLTA.
- Attend Tennis Scotland performance coach forums.
- Involvement with TS National Camps.
- Adhere to the ESLTA Selection Policy in selecting players.
- Provide regular feedback to programme players and coaches.
- Implement a coherent player tracking system
- Liaison with East of Scotland clubs both pre and post training blocks to ensure programmes complement a player's club programme/allow sharing of good practice to take place/programme review and forward planning.
- Book courts, arrange equipment and communicate term dates to players, clubs and families
- Establish and implement core values for the training programme

Person Specification

Essential Skills & Experience
Proven experience and success in a similar role with credible experience at management Level
Work effectively and collaboratively with a range of internal and external stakeholders
Demonstrating exceptional personal communications skills with proven ability to build and maintain effective relationships and influence
Educated to Degree level or able to demonstrate a level of operational understanding consistent with Degree level
Excellent working knowledge and understanding of how to engage, communicate and motivate young players
Developing high potential junior players with successful outcomes into national set-up.
IT literate with excellent written, verbal, communication and influencing skills.
Ability to design individual annual player programmes of junior players with evidenced successful outcomes
Playing and/or coaching tennis (particularly in junior age-categories) at a regional and national level
Knowledge and track record of developing high potential junior tennis players of both genders to the standards required for future international level success
Qualified to LTA SPC Level 4 or recognised equivalent award & LTA Accredited.
Full Driving Licence
Up-to-date LTA coach licence including a satisfactory PVG.
Excellent working knowledge and understanding of the technical, tactical, physical, psychological demands and developments with regards to junior players
Excellent working knowledge and understanding of how to engage, communicate and motivate young players
Desirable Skills & Experience
Able to demonstrate effective communication skills to influence players, coaches and parents
Experience of leading a junior performance programme and working as part of an interdisciplinary team