

Loughborough Sport Tennis National Academy Coach

REQ200345

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Management & Specialist Grade 6

Job Purpose:

- To assist the Head Coach in the development and implementation of a world class and transformative player development programme, to produce an oversupply of players who upon departing the LST National Academy meet the Pro Scholarship Programme (PSP) selection criteria and have potential to be inside the top 100 by nurturing both the athlete and person.
- To provide inspirational and world class coaching to all players within the National Academy programme and take individual responsibility and accountability for the coaching and development of a number of identified players within the Academy.

Key Responsibilities:

- To deliver coaching and work as a part of a multi-disciplinary team to help optimise the National Academy players long term development, meet PSP selection criteria and prepare the athletes for a successful transition into senior tennis.
- To plan and deliver world class coaching to individual players, squads and groups throughout the year at various locations; including at base, training camps, tournaments (domestic or international) or remotely when required. This includes but is not limited to leading, coordinating, communicating and implementing;
 - Player Development Plans (PDP's) incorporating academic and holistic development
 - Goal setting and reviews
 - Annual and periodised schedules (including tournaments, weekly and daily plans)
 - Tracking and monitoring of player development
 - Attendance at tournaments and camps where appropriate and required
 - Leading National Academy trips, events, camps, recruitment days
 - Parent education - building excellent working relationships to enhance player development and ensure parents are informed and appropriately involved in decisions made
- Through the delivery of an athlete centred and coach led multi-disciplinary player development approach, you will be responsible for the successful integration of all disciplines within the aim, plan, do, review approach in order to deliver an industry recognised development plan, which emphasises player, academic and holistic development.

- At all times conduct yourself with the highest integrity and in accordance with the values of Loughborough Sport Tennis, acting as an ambassador for the National Academy programme and Loughborough Sport.
- To assist the Head Coach in driving and implementing the Loughborough Sport Tennis values and player development philosophy; and embedding a culture of proactivity and excellence across the programme to successfully achieve the National Academy objectives.
- Duty of care and safeguarding of our players and staff is of the highest priority to LST. As such this person will assist the Head Coach and work with the MDT to ensure policies are clearly communicated. Whilst going over and above to provide support and assistance to parents, staff and players through a planned and effectively implemented programme which visibly values and emphasises personal development and engages parents in the decision-making process.
- To work closely with the LTA performance team, Loughborough Sport Performance staff and key stakeholders to share best practice, stay abreast of the latest research and developments within coaching and sport science, learn and continually seek out ways to drive improvements and inform delivery.
- To provide updates, reports and information required to the Head Coach, Director of Tennis, Loughborough Sport Senior Leadership Team and LTA Performance Team as and when required.

General Requirements:

- Contribute to the sharing of coaching ideas and skills within the high performance educational forums available on campus
- Promote adherence to ethical guidance and regulations with regard to drugs and doping in sport, in line with the LTA, UK Anti-Doping (UKAD) and the Loughborough University 'Clean Sport' commitment.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to: National Academy Head Coach

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Significant experience of working in a high performance Academy/programme with successful outcomes evidenced	1,2,3
	Proven high performance tennis coaching ability amongst elite tennis players, tennis coaches and practitioners	1,3
	Proven track record and significant experience in developing tennis players aged 14+ to successful careers at tour level	1,3
	Proven track record and significant experience of leading a multi-disciplinary team of coaches and practitioners to review players' development, establish and implement individual development plans	1,2,3
	A proven track record of effective implementation of tracking and monitoring processes, with subsequent successful impact to player's short, medium and long term player development plans	1,2,3
	Significant experience of analysing the demands of pro tour and junior international tennis and defining and implementing a player development plan to support performance outcomes	1,2,3
Education and Qualifications	Senior Performance Coach (SPC) coaching qualification or overseas equivalent	1
	Working towards their Master Performance Coach (MPC) qualification	1,3
	LTA Accredited +	1,3
	Committed to the Performance Team Coach Development Programme	1,3
	Attended, or committed to attending the LTA safeguarding course	1,3
	A valid first aid certificate	1
Skills and Abilities	Extensive, up-to-date knowledge of the development pathway and transitional challenges for junior internationals aspiring to senior professional tour tennis	1,3
	An excellent working knowledge and understanding of the latest physical, psychological, technical and tactical developments within the development of adolescent athletes and elite tennis	1,2,3
	Exceptional communication and presentation skills	1,2,3
	Ability to coordinate and motivate a MDT team of staff towards a shared goal	1,3
	Ability to build strong working relationships, having an excellent knowledge and understanding of how to engage and communicate with junior players, staff, stakeholders and parents	1,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus	1,3

Other	Flexibility and willingness to work irregular hours as necessary	1,3
	To observe the University's Equal Opportunities Policy at all times	1,3

Conditions of Service

The position is **full-time** and **fixed-term** for 4 years. A competitive salary will be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for grades 6 and above staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>