

Girls Head Coach - Loughborough University National Tennis Academy

Job Ref: REQ240673

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Loughborough University National Tennis Academy (LUNTA) - About the Programme

Loughborough University National Tennis Academy (LUNTA) is a transformational environment for elite junior international tennis players and forms part of the Lawn Tennis Association's (LTA) Player Pathway, targeted at developing a greater number of professional players inside the senior top 100 in both the Men's and Women's game. The individualized, pro-style, interdisciplinary training environment tailored specifically to prepare players for the demands of professional tennis supports players between the ages of 14-18 years old (as young as 11 in exceptional circumstances).

Our philosophy is centred around providing accelerated progress and where whole chapters of development can be turned, as well as pages. Our mission is to develop Great People, Great Performers and Great Tennis Players, through high player-care and valuing the pursuit of excellence. We are a National Tennis Academy aimed at taking players on their journey to the top of U18 International Tennis and supporting their progress beyond through a quality academic experience, coaching excellence, leading performance support and unrivalled training and competition programmes.

Job Description

JOB GRADE: Grade 7

JOB FAMILY: Management & Specialist

JOB PURPOSE:

As Girls Head Coach, you will lead the development and implementation of a world-class and transformative player development programme, in order to produce female players who upon departing the LUNTA meet the Pro Scholarship Programme (PSP) selection criteria and have potential to be inside the women's top 100-ranked players, by nurturing the player, performer and person.

This role will form part of the LUNTA Senior Management Team (SMT). The Girls Head Coach will work with the Academy Manager/Head of Performance Support, Boys Head Coach and Head of Education and Player Wellbeing to drive the vision, philosophies, and desired behaviours of the Academy whilst leading and mentoring players, staff and parents.

The Girls Head Coach will provide leadership to the Girls Coaching Team consisting of Academy Coaches and training partners, ensuring impactful coaching quality and appropriate training and competition provision for optimal player development

The Girls Head Coach will be expected to act as Coaching Lead on a small number of players, which will require significant on-court presence, travel to tournaments with relevant players, and leading assigned player development.

KEY RESPONSIBILITIES:

- Provide leadership in the quality of coaching provision to support the development of British junior international female tennis players during their journey at LUNTA. This will include assignment of Lead Coaches to players, oversight of the quality of on-court technical coaching provision, and involvement and oversight of Individual Development Plans (IDPs) for all female LUNTA players
- Direct line management, mentorship and support to the Girls Coaching Team. This will include creating Performance and Development objectives with reports that relate to outcomes for the Academy's and player development successes, and progress in the development of an Academy Coach's journey
- Act as Coaching Lead for a small number of female LUNTA players, incorporating accelerated development in the Player, Performer and Person areas. This will include creating, driving, and communicating player IDPs, integrating and utilising Performance Support practitioners to align with the developmental work on the players you are leading, travel to domestic and international tournaments to support development during competition, and upkeep of relationships with player stakeholders including parents
- Alongside Academy Manager/Head of Performance Support and Girls Head Coach, provide oversight of all LUNTA players individualised training and tournament plans. This includes working with the Academy's Operations Team to ensure effective and safe delivery of tournaments, and working with players, parents and staff to ensure tournament schedules are appropriate and relevant to development plans.
- Work with the Girls Head Coach to provide leadership and direction of coaching philosophy across both boys and girls at LUNTA. This includes designing a coaching strategy, philosophy and curriculum, aligned to the LTAs Performance Coaching Principles, and implementing this within the daily training and competition environment of the Academy. This will also involve communicating this effectively to the players, parents and an interdisciplinary staff team to ensure it is lived and breathed daily and upholding the principles of a LUNTA Code of Conduct.
- To lead in aligning coaching and performance support to create an industry leading aim, plan, do and review delivery model. Working with the LUNTA SMT and wider team to devise, agree and implement a comprehensive player development plan, goal setting protocol and process, annual and periodised tournament schedule (including coach attendance plans) and effective tracking and monitoring protocols for the athletes.
- Lead in the recruitment of the best female junior tennis players into the National Academy. This will include creating relationships with key stakeholders (LTA staff/age group coaches, RPDC Head Coaches and staff, players and parents), having detailed knowledge of pipeline of players for the future, and attending relevant tournaments and training camps where appropriate. The Girls Head Coach will play a significant role in the Selection Process of players into the National Academy, delivery of Open Days and oversee a programme of access to players outside of the Academy that contribute to the training and competition environment.
- Lead in the transition of female LUNTA players from the National Academy to the next stage of their journey. This will include working with key stakeholders (LTA Men's Performance Team and relevant staff, US Colleges), crafting expert knowledge of exit routes, developing the performer, person and player competencies to ensure seamless transition onto chosen paths and effectively communicating IDPs to new host stakeholders
- Work with the LTA's Women's Performance Team to ensure the best training and competition opportunities are delivered to LUNTA players. This includes communication for tournament wildcards and organisation of sparring opportunities to accelerate player development
- To develop and drive Loughborough Sport values and a transformative player development philosophy whilst leading, empowering 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 LUNTA. As such this person will lead the team and act as one of the figureheads for the LUNTA programme in this area. Providing clarity, time, 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, learn and continually seek out ways to drive improvements and inform delivery.
- To provide updates and information required to LUNTA SMT and the 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 commitment to the University's Equity, Diversity, and Inclusion policies at all times.

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

Organisational Responsibility

Reports to: Academy Manager/Head of Performance Support

Responsible for: A number of National Academy Coaches, specifically leading and responsible for the Girls Coaching Team

Alongside the LUNTA Boys Head Coach, this role will deputise for the Academy Manager position in their absence.

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	Proven track record, credibility and significant experience in developing tennis players aged 14+ to successful careers at tour level, particularly girls	1,2,3
	Significant experience within a high-performance Academy/programme with successful outcomes evidenced.	1,2,3
	Experience of line-managing, mentoring and supporting coaches on their journey.	1,3
	Proven high performance tennis coaching ability and reputation amongst elite tennis players, tennis coaches and practitioners.	1,3
	Proven track record and significant experience of leading a interdisciplinary team of coaches and practitioners to review players development, establishing and implementing individual development plans (IDPs).	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 the transition from junior to senior tennis	1,2,3
	Significant experience of working as part of a leadership team to develop and implement a strategy.	
Education and Qualifications	Has obtained, or the ability to obtain with a 12-month period, the LTA's SPC coaching qualification or overseas equivalent	1
	LTA Accredited +	1,3
	Committed to the LTA Performance Team Coach Development Programme.	1,3
	Attended, or committed to attending the LTA safeguarding course.	1,3
	A valid first aid certificate.	1
	Loughborough University and LTA DBS check.	3
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 inspire players, coaches and an interdisciplinary team of performance support practitioners	

	Ability to manage and motivate a 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
	Ability to travel nationally and internationally to domestic and international tennis tournaments with LUNTA players	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
	Desire to lead people – players, coaches and performance support staff	1,2,3
	To observe the University's Equal Opportunities Policy at all times.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of managing a large team of staff.	1,3

Conditions of Service

The position is full-time and is open-ended, subject to external funding. Salary for this position will be at a Management and Specialist Grade 7 and a starting salary will be confirmed on offer of appointment following discussion.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff/Operational and Administrative 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 equity and celebrates diversity and inclusion 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/>

Informal Enquiries

Informal enquiries should be made to either Nathan Miller, LUNTA Academy Manager/Head of Performance Support, on N.Miller@lboro.ac.uk or Martin Weston, LTA National Coach and National Academy Case Manager on Martin.Weston@lta.org.uk.