Tennis Scotland Job Description			
Job Title:	National Pathway Coach	**Department:**	Performance
Reports to:	National Coach	**Location:**	Scottish National Tennis Centre & Tennis Scotland Office (Edinburgh) plus Regional Venues
Grade:	n/a	**Salary Band:**	£35-£40k + benefits, depending on experience
Work Pattern:	Full-time, permanent. Evening & weekend working	**Date JD Completed:**	June 2017

Overall purpose of the role:
The National Pathway Coach will plan, manage, and deliver a programme of activity that supports the development of Scottish tennis players between the ages of 8 and 14. Working closely with the National Coach, the post holder will manage a high quality Pathway Programme including regional and national activities, aiming to enhance the Tennis Scotland National Programme and to support the transition of more players onto that programme.

Key Contacts	
Internal:	**External:**
• National Coach • Head of Operations (Performance & Competition) • Competitions staff • Executive Administrators • Performance Director (Board) • CEO	• Regional Pathway Coaches • Players and Parents • LTA Performance staff • **sport**scotland staff • District / County Associations • Schools • Other external Partners

Key Accountabilities:
Work with the National Coach to develop a Tennis Scotland Pathways Programme for players between the ages of 8 and 14 that will contribute in the longer term to the success of the Tennis Scotland Performance Strategy.
Work with the District Associations to implement the regional aspects of the Pathways Programme via selected regional programme managers, with ongoing leadership, mentoring and regular visits.
Plan and lead national training/coaching activities including weekday, evening and weekend sessions/camps for players between the ages of 8 and 14 and ensure that these optimise the learning and development opportunities for players and their coaches aspiring to transition into professional

and / or university tennis.
Link with the High Performance Group and other members of the Scottish Performance Coaching Team on an ongoing basis to track the progress of the leading Scottish players and help support the transition of more Scottish players onto the Tennis Scotland National Programme.
Build rapport, trust and credibility with key coaches working in player development across Scotland including visits to support district and key club programmes and support the Workforce Development Manager with the delivery of the Tennis Scotland Performance Coach Development Programme including targeted coach mentoring.
Lead trips to relevant domestic competition (Grade 1-4) across the United Kingdom as well as internationally (Tennis Europe/ITF/WTA/ATP) as required to monitor player development and develop an appropriate programme of tournament support for the leading Scottish players aged 8-14.
Work closely with Tennis Scotland competitions staff to ensure that appropriate formal and informal competition exists in Scotland for players aged 8-14 in line with demand, managing the allocation of any wild cards and passports as necessary. Visit relevant Scottish tournaments.
Support Tennis Scotland's investment in District player development programmes, mentoring and working closely with the relevant District lead coaches to ensure that high quality local player development opportunities exist across Scotland.
Through an annual education programme share knowledge and experience of the long term player pathway and associated Tennis Scotland / LTA player support with aspiring junior players, their coaches and parents to help them understand the skills and choices required to succeed.

Other Accountabilities
Support the National Coach with the development of selection policies for the Tennis Scotland National Programme and for Scottish team events such as the annual Home Nations Championships and any invitational matches including the appointment of age group captains. Potential age group Home Nations captain.
Liaise and work with the LTA to maintain a good working relationship with age group captains and other key staff ensuring that all British player development initiatives in Scotland are aligned to the Tennis Scotland National Programme.
Liaise and work with **sport**scotland to ensure a good working relationship with their support staff including Performance Lifestyle, Sports Science and Sports Medicine and ensure effective communication between them and players on the Tennis Scotland National Programme.
Work closely with the Executive Administrator (Performance and Competitions) and the Marketing and Communications Officer to ensure that notable successes and achievements are documented and promoted through Tennis Scotland's communications channels (including digital).
Provide regular monitoring and reports for National Coach and Senior Management Team as required and work with colleagues in the performance team to develop a robust system for capturing key data in relation to the Tennis Scotland National Programme.
Manage any allocated budgets and maximise investment in tennis through effective partnership working and by helping to identify and secure external funding sources.

Ensure and promote equality of opportunity, respecting diversity and recognising the needs of different groups and individuals.
Attend Tennis Scotland, LTA and other meetings as required.
Undertake additional duties as allocated from time to time by the National Coach.

Tennis Scotland Person Specification		
Factor	**Essential**	**Desirable**
Qualifications and Attainments:	• Level 4 coaching qualification or equivalent • LTA coach accreditation	• Level 5 coaching qualification or equivalent • Degree in sports science, sports coaching or other relevant subject • Qualified Coach Education Tutor
Knowledge and Experience:	• Proven ability to lead, mentor, engage and motivate performance tennis coaches • Proven track record of coaching junior tennis players aged 8-14+ to a national and international standard • Experience in developing and implementing innovative player development initiatives • Knowledge of the long term player pathway from mini tennis through to an international level • An understanding of the critical success factors in player development • Experience of working within a multi-disciplinary team and managing the integration of key support services • Confident in presenting to players, parents and coaches • Ability to produce reports giving feedback to players and coaches • Knowledge and understanding of tennis as a sport, its structure and administration	• Experience in the development and delivery of coach education and development programmes • Experience of coaching tennis to a wide range of age groups including adults • Experience in management within a performance programme • Knowledge of the wider Scottish and British sporting landscape • Knowledge of Coach Education structure within tennis • IT skills and experience • Experience of video analysis
Competencies:	• Positive attitude with 'can do' mentality • Effective Communication • Planning and Organising • Team Working • Leading Others • Facilitating change • Personal Accountability • Flexibility	
Additional Requirements:	• Ability to undertake flexible working hours • Full driving license • Satisfactory PVG check	