



COUNTY PERFORMANCE LEAD - JOB DESCRIPTION

JUNE 2024

Overview

The County Performance Lead will coordinate and manage the successful delivery of both County Training and County Led – County Fun Day/Open Days. They will have a comprehensive understanding of all programmes, LTA County Dashboard performance and targets, and players from 8U to 18U within the County. They will also support the delivery of the Regional Performance Camp programme.

Key Relationships

As well as directly supporting the County Executive to effectively deliver the core activities, this role will also work closely with the LTA Delivery, Competition, and Performance Teams as appropriate, will coordinate closely with the County Administrator and will liaise with County Cup Captains.

Core Responsibilities

- To coordinate and manage the successful delivery of the County Training Programme;
 - Chair Player Selections for County Training and County Cup
 - Appoint County Training Coaches and County Cup Captains
 - Oversight of and quality assure the syllabus and delivery of County Training
- Work closely with all venues and coaches within the County to secure trust, confidence and transparency in the operation of the County programme
 - Maintain a balance between Junior players' County and Club commitments to ensure they retain a working relationship with their venue programme
 - Ensure all participants in the County programme – players, parents, coaches and Executive – work in partnership to achieve the goals of the County
 - Do not allow any potential conflict of interest to put at risk the harmonious relationship between Venue coaches and the County programme
- Maintain positive and effective relationships with the LTA, including the 10U National Pathway Manager, Regional Performance Lead and Head of Region
- Be a single point of contact for the 10U National Pathway Coach regarding discussions about players, coaches and programmes
- Have a comprehensive understanding of the appropriate programmes within the County and provide annual recommendations for any additions to the network of Performance Programmes
- Have a comprehensive understanding of the player base from ages 5 to 18 within the County evidenced by maintaining an up-to-date County Depth Chart. This would be supported by:
 - Attending appropriate County and Regional level competitions across all age groups
 - Nominating appropriate players for LTA Regional Performance Camps
 - Co-delivering LTA Regional Performance Camps/activity as and when required, on a rotation basis
- Operate with integrity and ensure all decisions are made with robust rationale to mitigate against any perceived conflicts of interest
- To attend relevant formal meetings of the Association and/or LTA

Additional responsibilities in support of the County Plan

- Proactive in supporting the progression of players selected for county training; including where appropriate, follow up with relevant players/parents/coaches to input into player programmes, competition schedules and player development input
- Extend the scope of County training to provide a holistic approach to achieving excellence, incorporating:
 - Performance Psychology and Lifestyle Coaching
 - Strength & Conditioning Training
 - Nutrition Support and Advice
- Increasing the number of players being selected for Regional Performance Camps (or regional performance activity) from programmes in the 10UPP network. Increase the number of players being selected for Regional Performance Camps (or regional performance activity) from programmes outside of the 10UPP network
- A full understanding of the necessary provision of competition required to support the player base
 - Supporting the County Administrator and County Development Partner in increasing the amount of competitive tennis from Grade 3 – 6 at multiple venues across the County
 - Broadening the 8U player base through additional competitions to identify new talent and multi-venue 8U County coaching to improve access to opportunity
 - Monitoring and improving competitive activity as reported in the LTA 10U Dashboard
- Actively promoting and influencing a competitive culture with all coaches, players and parents and measuring progression for all key programmes
- Maintain and fully implement the County Code of Conduct for all players, parents and coaches to adhere to, and maintain and fully apply the County Selection Criteria to all selection decisions
- Increase the number of coaches and programmes that connect their players with County-led activity – County Fun Day / Open Days and the County Championships
- To develop and maintain positive and effective relationships with coaches delivering within key programmes across the County
- To work closely with the County Competition Lead to grow the number of competitions for players of all ages in the County
- To liaise with the County Cup Captains to support the transition of players from 18U to full adult County tennis

Skills and knowledge

- Must have a positive reputation within the County and the ability to build and sustain effective working relationships with players, coaches and parents to positively influence player development
- Will require an excellent understanding of the County – the coaches, the venues, the programmes on offer, and the player base at all ages
- Ensure an appropriate awareness of player standard for the region through attending Regional Performance Camps/activity
- Excellent understanding of the 10U Competition Framework
- Strong understanding of the LTA Player Pathway from 7U – 14U
- Knowledge of and exhibit behaviours in keeping with the LTA mission at all times
- Must hold a minimum Level 4 Coach qualification and be Accredited+
- Hold a satisfactory DBS certificate
- Have excellent customer service skills and experience
- Be a good communicator with all parties
- Have good IT skills and be capable of the efficient administration of the job