

COUNTY 10U HEAD COACH - JOB DESCRIPTION

Overview

The County 10U Head Coach will organise, manage and deliver 10U County Training and Performance Development, County Open Days for talent identification and County Cup teams up to 10U. They will cooperate closely with the County 11+ Coach to achieve unity of purpose, strategy and goals in the County Performance programme.

They will build good working relationships with Club coaches to ensure the coordinated identification and development of performance players. They will have a comprehensive understanding of LTA programmes, County Dashboard performance and targets, and the County's talent pool from 5 – 10 years. They will communicate effectively with parents and support the delivery of the Regional Performance Camp programme.

Key Relationships

Reporting to the County Performance Lead, this role is responsible to the County Executive for the successful delivery of the County's goals for 10U Performance. The 10U Head Coach and County Performance Lead will together agree objectives and goals for the 10U programme. They will also work closely with the 11+ Head Coach to provide the County's most talented players with a seamless County pathway. The role will also work closely with the LTA 10U National Pathway Manager and the 10U National Pathway Coach - North, will support the County Administrator in the organisation and administration of all 10U training and County Cup matches, and will appoint and manage 10U County Cup Captains.

Core Responsibilities

- To coordinate and manage the successful delivery of the 10U North and South County Training Programmes;
 - Set and manage the annual budget for the delivery of the programme
 - Chair Player Selection meetings for County Training and County Cup
 - Appoint, mentor and develop 10U County Training Coaches and County Cup Captains
 - Oversee and quality assure the syllabus and delivery of 10U County Training
 - Organise additional Development Squad coaching sessions to accelerate the progress of higher-potential players
- To organise and deliver regular County Open Days at venues across the county in order to identify and select players with the LTA Talent Characteristics for participation in 10U County Training
- To 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
 - Carefully manage any potential conflict of interest to preserve the relationship between Venue coaches and the County programme

- To maintain positive and effective relationships with the LTA, including the 10U National Pathway Manager, 10U National Pathway Coach – North, and Head of Region
- To have a comprehensive understanding of the player base from ages 5 to 10 within the County evidenced by maintaining an up-to-date County Talent 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
- To operate with integrity and ensure all decisions are made with robust rationale to mitigate against any perceived conflicts of interest
- To report to the County Performance Lead on all aspects of the role, and attend relevant formal meetings of the Association and/or LTA, including Executive Committee

Skills and knowledge

- 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
- An excellent understanding of the County – the coaches, the venues, the programmes on offer, and the player base at all ages
- Awareness of player standards across the region through attending Regional Performance Camps/activity
- Excellent understanding of the 10U Competition Framework
- Strong understanding of the LTA Player Pathway from 7U – 10U and beyond
- Minimum Level 3 Coach qualification and be Accredited+
- Maintain a satisfactory DBS certificate
- Knowledge of and exhibit behaviours in keeping with the LTA mission at all times
- Excellent communication skills and experience and a good communicator with all parties
- Good IT skills and be capable of the efficient administration of the job