



Head of Performance Coach Development Tennis Australia

CANDIDATE BRIEF





Role: Head of Performance Coach Development

Business Unit: Performance Development

Reports to: Player Performance Lead

Client: Tennis Australia (TA)

Location: Melbourne, Australia

Tennis Australia – Background

It is an exciting time for Tennis in Australia and TA has ambitious plans to continue to grow the game from grassroots through to high performance.

To do this TA are transforming how they deliver tennis, with the aim of offering more opportunities for more players and a greater role for personal / professional coaches in identifying and developing our future talent.

Position Purpose

This position is responsible for designing and implementing the professional development program (including establishing a national curriculum) for Australian performance coaches.

The Head of Performance Coach Development must continually keep abreast of world-leading coaching trends and learning practices across tennis and other sports and update the curriculum/disseminate this information (personally and supported by other teachers if required) through structured courses to the Australian Performance coaching network.

The Head of Performance Coach Development will also be responsible for supporting the National Academy Head Coach and Director of Talent in the professional development of the National Tennis Academy Coaches, National Development Squad Coaches and the Talent Operations Managers.

Critical to the success of this role will be their aligned and professional working relationships with;

- The National Tennis Academy Coaches and National Development Squad Coaches to ensure national standards and philosophy of Performance coaching are embedded
- The Director of Talent, the National Development Squad Coaches and Talent Operation Managers to provide professional development and continual upskilling of the Talent Development coaches
- The Tours, Camps and College Manager to ensure Performance coaching curriculum is embedded in all camps
- Athlete Services team to ensure the national Performance coaching curriculum is holistic
- Tournaments and Competitions team to ensure alignment of the curriculum with the appropriate tournament and competitions pathway

The Head of Performance Coach Development will exemplify the Tennis Australia values of collaboration, humility, excellence and imagination, while passionately driving a culture of inclusiveness for Australian tennis.

Reporting & Liaison

- a. **Reporting to:**
Player Development Lead
- b. **Positions Reporting to Job Holder:**
Manager, Development Environment
High Performance Education Coordinator





Key Relationships

a. Internal:

National Tennis Academy Head Coach and coaches, National Development Squad Coaches, Talent Operation Managers, Manager – Tours, Camps and College, Director of Talent, Athlete Services team, Tournaments and Competitions team

b. External:

Talent Development coaches, broader Australian coaching network

Authorities for Decision Making

Authority

Responsibility for the leadership and management of the areas outlined below

Key Responsibilities & Performance Measures

No.	Key Responsibilities	Performance Measures
1.	<p>Establish and disseminate a national curriculum for Performance coaching</p> <ul style="list-style-type: none"> • Development, roll-out and on-going refinement of the professional development program for Australian performance coaches • Stay abreast of world-leading coaching trends and learning practices disseminate this information to the Australian coaching network. • Contribute to the broader knowledge of Performance coaching for all Australian Tennis coaches • Create a positive learning culture amongst all Performance coaches • Oversee the national communication strategy to Performance coaches in Australia • Working with the Tours, Camps and College Manager to ensure Performance coaching curriculum is embedded in all camps • Working with the National Tennis Academy coaches and National Development Squad Coaches to ensure national standards and philosophy of Performance coaching are embedded • Working with the National Development Squad Coaches and Talent Operation Managers to provide professional development and continual upskilling the Talent Development coaches and personal coaches • Work closely with Head of Participation – Coach Development to ensure consistency in coaching curriculum across coach pathway • Ensure the athlete development matrix is used as a point of reference for coaching staff, e.g. Physical Activity Time (PAT) <p>Note: this role is expected to personally write/develop and teach the curriculum.</p>	<p>Development and roll-out of a refreshed performance coach development program</p> <p>Oversight and understanding of modern and world-leading Performance coaching and learning practices</p> <p>Present at State, National and International coaching and leadership conferences on the Australian way (our philosophy and coaching practices)</p> <p>The Performance coaching national curriculum to have national awareness and adoption</p> <p>Development of world-class Performance coach education and professional development content</p>
2.	<p>A trusted sounding board for the National Tennis Academy Coaches and National Development Squad Coaches</p> <ul style="list-style-type: none"> • A strong working relationship with National Tennis Academy and National Development Squad Coaches to information share, problem solve and swap coaching ideas and philosophies • Use evidence-based coaching and learning strategies to inform world’s best practices in the National Tennis Academy, National Development and Zone Squads • Utilise performance analysis tools and techniques to support coaching and learning strategies 	<p>Ensure open and honest communication with National Tennis Academy and National Development Squad coaches</p>





3.	Assist in National Tennis Academy and National Development Squad Coach professional development plans <ul style="list-style-type: none"> • Develop and monitor plans in conjunction with each coach • Offer and support suggestions for professional development 	Ensure plans include SMART goals which are monitored and adjusted over time
4.	Assist in the development of the Tennis Australia Long Term Athlete Development Plan <ul style="list-style-type: none"> • Utilise evidence-based information, in conjunction with the Athlete Services team, to develop the Team Australia Long Term Athlete Development (LTAD) Plan and embed in the Performance coaching national curriculum • Assist in the development of subsequent benchmarks and embed in the Performance coaching national curriculum 	Collaboration in the development of the LTAD and subsequent disseminate to the national Performance coach network
5.	Ensure an integrated approach to Performance coaching <ul style="list-style-type: none"> • Work closely with the Athlete Services team to understand and embed off-court (strength & conditioning), wellbeing/psychology, nutrition, recovery etc) resources in the national Performance coaching curriculum • Work closely with the Tournaments and Competitions team to ensure tournament and competition offerings are appropriate and aligned to the Performance coaching framework 	<p>Ensure the Performance coaching national curriculum ensures holistic player development</p> <p>Collaboration in the development of a tournaments and competitions pathway that supports Performance coaching and players</p>
6.	Other duties as may be directed by Management	
7.	Environmental, Health and Safety Responsibilities: <ol style="list-style-type: none"> 1. Complies with Tennis Australia’s OH&S policies and procedures 2. Takes reasonable care for the safety of his/her own health and safety and that of other people who may be affected by their conduct in the workplace 3. Seeks guidance for all new or modified work procedures to ensure that any hazardous conditions, near misses and injuries are reported immediately to the Manager 4. Participates in meetings, training and other environment, health and safety activities 5. Does not wilfully place at risk the health or safety of any person in the work place 6. Does not wilfully or recklessly interfere with or misuse anything provided in the interest of environment health and safety or welfare 7. Cooperates with Tennis Australia in relation to activities taken by TA to comply with OH&S and environmental legislation. 8. Participate in Return to Work Programs, as required to, across the organisation. 	

Knowledge & Skills

- Sound knowledge and understanding of Performance tennis coaching and national and international coaching and learning practices
- Demonstrated ability to build professional and trusted relationships with both key internal and external stakeholders
- Proven knowledge of all aspects of player development (technical, tactical, physical and mental)
- Strong presentation and communication skills in both one-on-one, group settings and public speaking situations
- Strong writing, administration and computer literacy skills
- Preparedness to be flexible with respect to working hours and be willing to travel nationally and internationally.
- Experience as a professional athlete (preferred)

Qualifications

- Experience in working in High Performance environments
- Experience in education and training (formal qualifications preferred)
- Coaching qualification – High Performance (preferred)
- TA coach member or willingness to become a TA coach member (essential)
- Tertiary qualification in physical education, sport science, human movement (preferred)
- You must hold (or be willing to obtain) a current Police Check and Working with Children Check.





Competencies, Behaviours & Attributes

- Leadership skills
- Alignment with the Tennis values of Excellence, Humility, Collaboration and Imagination
- Resilient, capable approach to your specific job tasks
- Ability to remain calm under pressure and work in a challenging and changing environment
- Ability to build relationships with private sector coaches

How to Apply

To apply, the candidates should send the following:

- Letter of application highlighting relevant experience
- Up to date curriculum vitae
- Details of current remuneration

For a confidential discussion about the role, please contact:

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