

|                   |                               |
|-------------------|-------------------------------|
| <b>Index</b>      |                               |
| <b>Post Title</b> | <b>Head Coach</b>             |
| <b>Division</b>   | <b>Operations</b>             |
| <b>Section</b>    | <b>Tennis Aberdeen</b>        |
| <b>Location</b>   | <b>Aberdeen Tennis Centre</b> |

\* Candidate's suitability will be measured by assessment in the following ways:

**A** – Application: **I** – Interview: **R** – References: **X** - Interview Exercise(s)

|                             |   | Essential | Desirable | Assessment |
|-----------------------------|---|-----------|-----------|------------|
| <b>Experience</b>           |   |           |           |            |
| 1                           | LTA Youth (school age) development coaching                                       | X         |           | A I        |
| 2                           | Junior Performance coaching   |           | X         | A I        |
| 3                           | Adult tennis coaching   | X         |           | A I        |
| 4                           | Leading Social and Matchplay Tennis sessions                                      |           | X         | A I        |
| 5                           | Supervising, supporting and mentoring assistants and volunteers where appropriate | X         |           | A I        |
| 6                           | Organisational experience of devising and delivering coaching programmes          |           | X         | A I        |
| 7                           | At least 3 years coaching experience in contracted positions                      |           | X         | A R        |
| <b>Knowledge</b>            |   |           |           |            |
| 8                           | Knowledge of LTA junior tennis development progressions                           | X         |           | A I        |
| 9                           | Knowledge of LTA Competition Framework  | X         |           | A I        |
| <b>Skills and Abilities</b> |   |           |           |            |
| 10                          | Good communication skills in all formats  |           | X         | I R        |
| 11                          | Effective team worker   | X         |           | I R        |
| 12                          | Self-motivated  | X         |           | I R        |
| 13                          | Demonstrate a drive and desire to improve performance and deliver better services | X         |           | A I        |
| 14                          | Ability to motivate participants  | X         |           | A I        |
| 15                          | Ability to communicate with participants of all ages, and parents / guardians.    | X         |           | A I        |

|                                    |   |   |   |       |
|------------------------------------|---|---|---|-------|
| 16                                 | Behave in a consistent and reliable manner whilst ensuring that everyone is treated fairly with respect   | X |   | A I   |
| 17                                 | Ability to work on own initiative   | X |   | A I   |
| 18                                 | Ability to work flexible hours  | X |   | A I   |
| <b>Attributes</b>                  |   |   |   |       |
| 19                                 | Enthusiastic with a positive (can-do) attitude  | X |   | I R   |
| 20                                 | Confident   |   | X | I R   |
| 21                                 | Adaptable   |   | X | I R   |
| 22                                 | Good Leadership skills  | X |   | A I   |
| 23                                 | Well organised  | X |   | A R   |
| 24                                 | Customer focused  | X |   | A I   |
| 25                                 | Good communication skills in all formats  | X |   | I R   |
| 26                                 | Enthusiastic  |   | X | A I R |
| 27                                 | Working in a team environment   | X |   | I R   |
| <b>Qualifications and Training</b> |   |   |   |       |
| 28                                 | LTA Level 3+ (or equivalent) Qualification  | X |   | A     |
| 29                                 | LTA Coach Accreditation   | X |   | A     |
| 30                                 | PVG Membership for Regulated Work with Children and/or Protected Adults or willingness to obtain prior to a formal offer of employment being made | X |   | A     |
| 31                                 | Ongoing CPD   |   | X | A I   |
| 32                                 | Willingness to undertake training/accreditation required for job role   |   | X | I     |

|                            |   |                |
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| <b>Prepared/Updated by</b> | Matthew Kerswell  | September 2022 |
| <b>Approved by</b>         | Nickie Scorgie - Head of Human Resources & Organisational Development | September 2022 |
| <b>Status</b>              | ISSUED  | September 2022 |