

Pymble Ladies' College

POSITION DESCRIPTION

Title: Lead Coach - Development
Reports to: *Pymble Tennis Academy – Head Coach*

Position Purpose and Objectives

In keeping with *Pymble Sport's* mission to be a world leader in sport, where girls of all ages, abilities, and aspirations can strive for their highest, the *Pymble Tennis Academy (PTA)* has been developed to provide the necessary leadership, structural and coaching improvements to achieve the College's bold aspiration.

The launch of the PTA will herald a new program vision and direction that aims to unite the College' Tennis community through a positive, aspirational, and exciting future, providing the structures and resources required to bring this to life.

Tennis is a popular sport through K-12 with 380 students participating in competitions, coaching and tournaments. Our exceptional facilities including three recently refurbished Plexicushion competition courts, eight hard courts and an additional 15 synthetic courts allow for a dynamic and successful school program, commercialisation opportunities, including potential for future engagement of the broader College and local community.

Reporting to the PTA - Head Coach, the Lead Coach - Development will take a leading role with the other coaches for the successful delivery of development squads in the program.

Core Job Role Accountabilities

1. Leadership and Culture

- 1.1 Embrace the concept of team and demonstrate a respect for the value of professionals working towards the attainment of a shared vision.
- 1.2 Take a leading role with the students across all development squads in the Junior (K-6) and Secondary (7-12) School.
- 1.3 Assist the PTA – Head Coach to provide guidance when required, to other coaches in the development stage.
- 1.4 Be an active member of the wider *Pymble Tennis Academy Team* including the attendance at regular PTA staff meetings.

2. Preparation, coaching and implementation of Development Squad programs

- 2.1 In collaboration with the PTA - Head Coach and the Sports Co-ordinator - Tennis, assist in the design, and implementation of training programs for all squads and players in the development stage.
- 2.2 Take an active and leading role in the coaching of development squads including private, semi-private lessons, squad training, training camps, tournaments and events.
- 2.3 Lead the coaching and programming for Junior School PDHPE Lessons, including K-2 and Years 3-6 lessons.
- 2.4 Assist the PTA – Head Coach in coaching external lessons for parents and *Pymble* community members, when required.
- 2.5 Assist the PTA – Head Coach in creating and implementing clear development pathways, squad selection frameworks and selection criteria for progression of students of all ages and abilities through the development stages.
- 2.6 Work closely with the Lead Coach – Performance to ensure strong alignment in coaching philosophy and methods, for progression of students from development squads into performance squads.
- 2.7 In collaboration with the PTA Team, recommend the entry of development level players and teams into appropriate competitions.
- 2.8 Work closely with the PTA Team and coaches to implement trials and team selections for Tildesley, IGSA, and IPSHA.
- 2.9 Monitor and report on the progress of each student as they progress through the development squads.
- 2.10 Liaise with students on a regular basis and lead a positive culture across all aspects of the program.

3. Student wellbeing and development

- 3.1 Lead and sustain a positive and supportive culture.
- 3.2 Provide a safe and secure competition and training environment for all players and coaches.
- 3.3 Know each development-level student well and provide individualised guidance for their development.

4. Relationship management

- 4.1 Develop a strong, professional relationship with Tennis staff, students and parents at the College.

4.2 Work effectively with the PTA Team, PDHPE Teachers, the Health and Fitness Manager, the Campus Manager, the Heads of Sport, the Coaching Development Director and the Director of Sport.

5. Communication

5.1 Ensure all written and verbal communication is courteous, professional, accurate and reflective of College values.

6. Risk and Compliance

6.1 Report directly to the Principal on any matters relating to child protection.

6.2 Consistently adhere to College policies and procedures, importantly the Risk Management, WHS, Child Protection and our emergency response practices.

6.3 Support the Heads of Sport and Coaching Development Director in compiling risk assessments for training, events and facilities pertinent to the tennis program.

6.4 Support the PTA Co-ordinator in compiling risk assessments for all competitions, tournaments, camps, excursions and other activities pertaining to tennis.

7. Professional Learning

7.1 In partnership with your Manager, continuously align your skills and professional development requirements to ensure that you are meeting the obligations of your role.

8. Other duties may be required from time to time

Core skills, knowledge and experience

- Willingness to support the ethos and values of the College
- Minimum of 5 years' tennis coaching experience at a senior squad level or head coach level
- Minimum Junior Development qualification although a Club Professional qualification is desirable
- Strong experience in developing Tennis training programs for all ability levels
- Demonstrated previous leadership/management experience in a similar role is desirable
- A demonstrated track record of outstanding coaching/leadership experience in a school environment
- Strong management and co-ordination skills
- Well-developed communication and interpersonal skills
- Current car and bus driver's license