



Role: National Performance Development Director

About Tennis Ireland

Tennis Ireland is the National Governing Body for the sport of tennis in Ireland. Tennis Ireland was founded in 1908 and has over 180 affiliated clubs and engages with almost 80,000 players. Tennis Ireland has a dual remit to sustain and grow our growing tennis community, and to provide the necessary pathways and performance ecosystem for players who aspire to play on the professional tennis tour and achieve against their ambitions. Hence our purpose is to nurture and promote excellence at all levels of our all-island tennis community.

Tennis Ireland stages Pro Tour events including the Irish Open Championships and selects teams to participate in the Billie Jean King Cup, Davis Cup and other international events at Junior, Senior and Masters level. Tennis Ireland also supports the delivery of a wide range of competitive, educational and development tennis programmes at local, provincial and national levels.

Role Overview

Tennis Ireland is looking for a National Performance Development Director to join and lead the Tennis Ireland Performance Development team. The successful candidate will be responsible for overseeing the implementation of all aspects of our performance development programmes across Ireland with a key focus on providing a supportive and positive environment for high-performance players and coaches to learn and improve.

Key Duties and Responsibilities

Planning

- Assist in the development and implementation of the National Performance Development Strategy.
- Prepare formal reports as required including for the Board, AGM and assistance with Sport Ireland funding applications.
- Responsible for planning a programme of international competitions and team events for performance players with the help of the Portfolio Director responsible for Performance Development and the National Performance and Coaching Executive.
- Communicate and implement appropriate selection policies ensuring fair and transparent selection of players for the Performance Development Programme and for competitive events with the help of the Portfolio Director responsible for Performance Development and the National Performance and Coaching Officer.
- Liaise with and communicate regularly with the Portfolio Director responsible for Performance Development and any related Advisory Group.

Organisation and Management

- Assume management responsibility for the Performance Development Pillar as part of Tennis Ireland's 5-year strategy.
- Set and review annual performance objectives for all performance development staff.
- Hire new staff, appoint coaches and other advisors, as required to meet goals of Performance Development strategy.
- Ensure good staff morale through effective people management practices and behaviour.
- Oversee the management of all aspects of the Davis Cup, and Billie Jean King Cup campaigns, working with the selected Captains, and their support teams.



- In conjunction with the National Performance and Coaching Executive, oversee the management of international trips and team events.

Coaching and Training Programme

- Review develop and co-ordinate current programmes at National and Provincial level.
- Oversee and approve Performance Development Programmes at Provincial level and introduce and implement common standards and practices as appropriate
- Develop evidence-based monitoring system that can be implemented in each Province to measure and track against set goals for the Performance Development strategy.
- Lead and implement high quality training sessions that inspire coaches and players.
- Provide an average of 20 hours of Performance Development coaching/training per month on court, through National and Provincial Performance Development Programmes.
- Manage performance development programme players and coaching staff.
- Engage with other national Federations to learn and develop best current practices in Performance Development

Competition Programme

- Engage with the TI Competitions Manager to ensure that the annual competitions schedule is in line with the performance development objectives.

Talent Identification and Development

- Develop, communicate and ensure the effective implementation of an appropriate talent identification and performance development programme across the four provincial branches , in particular to develop the TI Kids programme through Provincial Branches/Provincial Performance Directors and Regional Development Officers .
- Work closely with the Provincial Performance Directors to design the strategic development plan for the performance development programme and the performance programmes throughout the country.

Player Welfare

- Ensure the well-being and fair treatment of all athletes in the performance development programme
- Ensure that appropriate support services (sport science, medical, psychological and other) are available to athletes and coaches as required.
- In conjunction with the National Performance and Coaching officer, ensure that Sport Ireland Anti-Doping guidelines are integrated, and understood by all those involved.

Budget

- In conjunction with the Portfolio Director for Performance Development prepare and be responsible for an annual Performance Development budget and ensure the programme stays within its approved budget.

Stakeholder Management

- Consistent and effective communication between all key stakeholder groups is a key requisite
- Ensure that effective relationships are developed and maintained with all key stakeholders.
- Work closely with the ITF, Sport Ireland, Sport NI and Sport Ireland Institute in relation to performance development matters.



- Work closely with the individual coaches and college coaches of Ireland's elite players
- Chair and Co-ordinate all Performance Development Advisory Group meetings.

Experience Required

- A strong understanding of the structure of tennis in Ireland
- A proven track record at performance level coaching
- Level 4 Coaching qualification preferable, but Level 3 will be considered
- A Tennis Ireland Licensed Coach
- Excellent organisational and leadership skills
- Excellent verbal and written communication skills

Additional Information

- This is a two-year fixed term contract, subject to a successful 6-month period of probation.
- The position is full-time based on a 37.5 hour working week.
- The post will require a degree of travel across Ireland and abroad , and overnight stays in Dublin and other locations in Ireland and abroad.
- As part of Tennis Ireland's evolving Performance Development Strategy, Tennis Ireland may employ a National Coach or a person in a similar type of role where certain of the functions and responsibilities set out here may be assigned to that role. In that case alternate duties will be assigned to the National Performance Development Director and the reporting line for the National Performance Development Director may change.

Reports to: Chief Executive Officer

Remuneration: Depending on experience.

How to apply:

Letter of application and CV should be sent by email to hr@tennisireland.ie no later than **Friday 13th of September 2024**. Please reference National Performance Development Director role in the subject line. Late applications will not be accepted.

Only applicants to be invited for an interview will be contacted. All candidates must have existing valid permission to live and work in Ireland unrestricted. Appointment will be made subject to satisfactory Garda Vetting, Safeguarding and suitable reference checks.

Tennis Ireland is an equal opportunities employer celebrating diversity and championing inclusivity. If you require any reasonable accommodations to assist you in participating in the employee selection process, please simply let us know. We heartily encourage all interested parties to apply.