

JOB DESCRIPTION



WHO WE ARE?

The future is bright for tennis in Canada, and you will be right in the middle of it all at Tennis Canada! A national sport organization with a mission to lead the growth of tennis in Canada and a vision to become a world-leading tennis nation, Tennis Canada seeks to help grow participation across the country and help develop champions on the international stage. Tennis Canada also owns and operates the world-class National Bank Open presented by Rogers tournaments in Toronto and Montreal, two of the best-run sporting events on the planet which annually bring the globe's best tennis players to Canada and continue to break attendance records year on year. In recent times, Canadian tennis has enjoyed many historic achievements, including a first Grand Slam singles title at the 2019 US Open as well as a first appearance in the Davis Cup final in Madrid and increased participation and interest in the sport. Join us as we look to build on this exciting momentum and continue to produce incredible results. We are a team of innovators, who are passionate about our work and pursue excellence together everyday.

WHAT WE ARE LOOKING FOR? *Head of U15 Development (Pipeline)*

Reporting to the Senior Vice-President of High Performance, the Head of U15 Development (Pipeline) leader will work with internal staff and external partners to build a winning pipeline structure and to help manage the development of young talent with a strong focus on U10 and U12 development and in turn having more and better pipeline players capable of achieving world class results.

Key Responsibilities

System and Alignment

- Evaluate the current pipeline structure and subject to this review, establish "go forward" strategic plan to drive results.
- Maximize return on investment for U15 pipeline development players with strong focus on U10 and U12 players. This includes aligning philosophies and performance requirement with the Regional Centres, Tennis Development Centres/Clubs, private coaches and Provincial Tennis Associations so they maximize their resources and implement effective strategies/tactics that benefit the identified players and enhances their daily training and competitive environment.
- Work with competitive structure team to ensure alignment of player needs and competition.
- Work with internal team and partners to lead/facilitate national/provincial camps and international U15 tours.
- Working with the Regional Centre leaders, Head of Performance, Head of Women's Transition and Pro Tennis, Director of HP Coach Development, Director of Programs and Administration, TDC leader and staff and private coaches to help support the next generation working with top young talent.
- Help ensure fitness and sport science needs are met at each stage of development for targeted athletes.

Management and Development

- Identify, support, develop and manage top talented U15 players in Canada and abroad that can reach the top 100 world rankings and capable of winning Grand Slams titles.
- Lead the tracking and monitoring of U15 top talent in the system (data base).
- Review, validate and enhance Performance Standards/Levels to reinforce evidence based selection criteria.
- Use technology to include analytics, dartfish and cloud based technology to manage the above.

Relationships and Culture

- Form strong relationships with key internal staff and external partners to drive results.
- Establishing a "Team Canada" culture (inclusive and collaborative) so the overall U15 pipeline player depth and quality dramatically increases (U10, U12 and U14) so more players have the competencies to meet the Living as Pro performance objectives in the future.
- Ensure open and strong communication with parents of players to help educate this important support group.

TENNIS CANADA IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO DIVERSITY AND INCLUSION



EXCELLENCE



PASSION



INTÉGRITÉ
INTEGRITY



TRAVAIL D'ÉQUIPE
TEAM WORK



RESPONSABILISATION
ACCOUNTABILITY



INNOVATION

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- Ensure recognition/rewards for Tennis Development Centres and Private Coaches that have developed talent.

WHO YOU ARE?

The following describes the type of leader we are looking for to fill this important strategic position.

Skills and Abilities

Leadership and Experience

- Proven international results in system and player development at the U15 stage of development.
- Results-oriented motivational leadership style.
- Sets challenging but achievable goals with a sense of urgency and high energy.
- Work with other staff and stakeholders, as required, to exude a “can do” attitude.
- Proven track record of effectively leading change through influence and inspiration of others.
- Demonstrates high energy and ability to work at a senior level in fast paced and demanding environment.
- An understanding of athlete integration with sport science and medicine is critical.

Strategic Thinking

- Excellent strategic skills to develop and implement a plan for success in an inclusive manner.
- Excellent managerial skills and the ability to oversee staff, execute the strategy and work with partners.
- Displays strong critical thinking and problem solving skills combined with the ability to use common sense.
- Research and the understanding of using data analytics to shape strategies is an asset.

Communication and People Skills

- Strong communication skills (written and verbal).
- Excellent interpersonal skills, with the ability to form strong relationships with colleagues and partners.

Values and Organizational Fit

- High level of personal integrity and always presents a highly professional image.
- Ability to remain calm under pressure and work in a challenging environment.
- Effective team player, but also comfortable working independently.
- Embodies Tennis Canada’s values of Teamwork, Passion, Integrity, Accountability, Excellence and Innovation.

Other Assets and Job Requirements

- Frequent travel nationally/internationally to drive results and deliver the stated objectives is required.
- Fully bilingual/proficient in French and English is an asset.
- Playing history and an undergraduate university degree is advantageous.

WHAT’S IN IT FOR YOU?

- Join the team that is helping make Canadian tennis history. In addition, work with key partners, provinces and private sector leaders and coaches to optimize and align our efforts.
- Be directly responsible for an important part of the mission of Tennis Canada and help fuel the high performance inspiration.
- Be at the senior high performance team decision making table.
- Benefit from a generous organisation that truly cares about its employees.

INTERESTED? Send us your resume at: jpetras@tenniscanada.com Before June 15, 2021

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