



Grow the game and inspire the next generation

Information for people considering expressing an interest in the role of **County Performance Lead : Ages 10 and under**

This position is offered alongside a County Performance Lead: Ages 11-18. We are open to applications for either position as well as individuals who might want to combine the two positions.



Introduction

We are entering the next phase of an exciting journey with a further three years of funding from the LTA beginning in January 2026. The County Performance Lead will be central to helping players aged 10 & under to enjoy and progress their tennis.

Our vision for the future of tennis in Cornwall is captured in our 'Grow the Game and Inspire the Next Generation' strategy.

Our mission, the one thing we are doing day in and day out is 'Opening up tennis by making it accessible, welcoming and enjoyable for one and all (Onen hag oll) playing a central role in local health and wellbeing.

How we achieve our vision and mission is important to us and we use our Tennis Cornwall values to guide us. They are Teamwork / Integrity / Passion / Excellence and Inclusion.

Four objectives capture the specific areas we need to focus on;

A great place to start tennis

Tennis for life

An inspiring and connected workforce

An innovative organisation

The County Performance Lead will be the key driver of a progressive and consistent coaching philosophy which will inspire the next generation of tennis players. Encouraging new players into tennis as well as retaining existing players in the game.

County Performance Lead Responsibilities

Below is a comprehensive list of responsibilities. An early assessment of the current 10 and under programme in the county, will help to determine the needs and priorities given to each task and will agreed with the Performance sub committee.

Responsible for creating and delivering a 10U County Performance Action plan and actively engaging with the LTA in its review

Responsible for creating positive relationships with venues and coaches, helping to ensure they are engaged in nominating the relevant players for county activity

Responsible for co-ordinating and ensuring quality delivery of the 10U County Performance Programme – in line with the National 10& under County Performance framework

Responsible for understanding and, and where appropriate, influencing the weekly training and termly competition schedules of all 10&U county training players, in line with the aspirational standards recommendations

Responsible for supporting the development of the performance pathway by actively engaging in LTA – County Lead development days and following up on agreed actions

Responsible for ensuring coaches are aware and on board with the aspirational standards and feel confident to use the Talent Characteristics when nominating players for county activity.

Responsible for identifying and tracking emerging talent through the Talent Characteristics through regular observations at training and competition.
Working effectively with coaches across the county.

Responsible for nominating players for Regional Performance Camps based on their alignment with the Talent Characteristics

Skills and knowledge

- inspirational advocate for Cornwall County tennis
- good knowledge of talent development preferably in tennis
- excellent communication skills
- ability to build co-operative and supportive networks
- ability to manage performance of coaches working on the programme
- able to deliver against the aims of the role
- LTA Coach qualification preferred
- good IT skills
- a growth mindset

Organisation

Co-ordinate and manage 10U, 9U and 8U county training programme

Select and manage coaches to deliver county training and county cup

To provide junior coaches with mentoring from senior coaches and to work with the u11-18 lead coach on this.

Select players for county activity via an open and transparent process in line with the County Selection Policy

Communicate effectively with everyone connected with the programme

Programme of work

The successful candidate will be expected to set out and agree their intended programme of work in sufficient detail and clarity that progress can be clearly monitored.

The role is supported by;

the Administrative Lead for bookings, payment and selection

the Marketing and Communications Lead for raising awareness and reporting progress

the Committee for strategic guidance and monitoring of progress

Note: on court coaching will be additional to the tasks above and paid separately at the appropriate rate.

The arrangement will be by an agreement for a contract for services which will be agreed between Tennis Cornwall and the successful applicant. A written and signed contract will set out the specifics of the agreement for clarity between both parties.

The remuneration for the work is £6,500 per annum and is offered until 31st December 2028 and the end of the current funding agreement with the LTA for this work. Year on year progression will be dependant on continued good performance and continued funding from the LTA.

We anticipate the role will require on average of 8 – 10 hrs per week across the year, though the actual hours may vary depending on the time of year.

The above fee is inclusive of all expenses including travel in conjunction with the role within the boundaries of Cornwall. Expenses for travel and accommodation when required beyond Cornwall will be by prior agreement with the Tennis Cornwall Chair.

Key relationships will be with coaches, venues, parents and players.

Additional important relationships will be with the Administration Lead, Competition Lead and Tennis Cornwall Chair to drive forward the interests of Tennis Cornwall as set out in its 'Grow the game and inspire the next generation' strategy.

Expressions of interest are now invited from interested, suitably qualified and well organised individuals who want to make a difference.

Expressions of interest should set out the following;

Name;

Address;

Mobile phone number;

Brief background;

Reason for applying for the role;

How the tasks will be approached;

The difference you will make in helping Tennis Cornwall achieve its vision;

How progress will be measured;

Two referees who will only be contacted for the successful candidate

Expressions of interest will be treated as confidential and only shared with those involved in the decision process.

Expressions of interest should be emailed to chaircornwalltennis@gmail.com by Friday 2nd January 2026. Meetings with shortlisted applicants will be held week commencing Monday 12th January 2026, with an intended start date to be agreed with the successful candidate.

Informal discussion about the role is welcomed by contacting chaircornwalltennis@gmail.com

– Ends –