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Reg. No. 2000/018796/08

Head Coach: TSA Development Centre – Western Cape.

Tennis South Africa (TSA) will shortly be launching a tennis development centre at a venue in Cape Town. The development centre is the first of three to be launched in selected Provinces between October 2017 and April 2018.

This new centre in Cape Town will be centrally funded by TSA and will have six key focus areas:

1. Collaborating with, and providing coaching support, to existing tennis development hubs in the region.
2. Working with the Province to create new tennis development hubs in the region.
3. Providing coaching mentorship and education support to coaches at development hubs in the region.
4. Collaborating with target schools in the region to provide coaching support and tennis opportunities for learners at those schools.
5. Talent identification and long-term player development planning for talented juniors – especially those from under-served communities.
6. A high-performance squad programme for talented junior players – either on a full-time or part-time basis.

The head coach, with support from an assistant coach, the province and TSA head office, will be required to fulfil all the above focus areas as part of his/her day to day responsibilities. In short - we are looking for a person who has plenty of energy, a strong work ethic and is comfortable working across both grassroots tennis coaching, as well as high performance junior tennis coaching. This role is intended for someone who has a passion to grow tennis across all communities in the Western Cape.

Should you feel you are a suitable and qualified candidate for this role, then please send your CV and a covering letter to: info@tennissa.co.za. Applications close at 4pm on the 12th October 2017.

Job Title: Head Coach – TSA Development Centre: Western Cape.

Reporting to: Dual reporting line to the TSA Coaching Manager and the Head of the TSA Transformation & Development Committee.

Department: Coaching.

Location: TBC. Cape Town, Western Cape.

Board of Directors:

G. Crookes (President), R. Davids (Vice-President), G. Ntuli, G. Whyte, J.J. Klaasen, Z. Beukes, A. Karam, F. Cassim, S. Liebenberg, H. Brody, A.H. Loubser, A.G. Fichardt, R van 't Hof, D Jaquire, B Visee, M. Ravele.

CEO: R. Glover





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Commencement Date: Exact date to be agreed with the preferred candidate.

Contract Term and Remuneration Package:

- Initial term: November (or earlier) 2017 to the end of June 2019.
- R25 000-R28 000 per month gross salary (depending on experience and qualifications).
- Work related cell phone and travel costs to be covered by TSA.

1. Summary of role:

2. Job requirements:

Qualifications:

- Preferred qualification (not mandatory):
 - (Post-2008) – TSA Advanced Instructor or equivalent and up to date with CPD.
 - (Pre-2008) – TSA Pro, with the provision that the Coach attended an ITF Regional or world-wide Coaches Conference the past 36 months and are up to date with their CPD. NOTE: Pre-2008 qualified coaches will be required to update their qualifications within 3 months of being appointed as a selector.

Experience:

- Minimum 3 years' experience as a Coach.
- Ideally played tennis at a Provincial or National level.
- Strong network of tennis contacts and relationships in both the Western Cape and South Africa.

3. Skills/competencies required:

- **Leadership:**
 - Empathetic and can build a good relationship with key stakeholders such as children, parents and schools.
 - Comfortable dealing with challenging situations.
 - Sets high ethical standards.
- **Management:**
 - Comfortable with day to day staff management and the development of individual staff members.

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- Able to establish clear accountabilities, expectations and metrics for staff.
- Experience managing and collaborating with external stakeholders – Government departments, provinces etc.
- Able to organise and implement events and projects.
- **Planning & Strategy:**
 - Effectiveness in thinking through and mapping activities.
 - Able to plan and schedule.
 - Able to align day to day activities with TSA's transformation policy.
- **Communication & Collaboration:**
 - Uses effective methods to communicate and motivate.
 - Ability to simplify complicated information.
 - Good listening skills.
 - Able to speak and present in public – to both large and small groups.
 - Works effectively with people from different environments and backgrounds.
 - Able to build positive alliances and relationships.
- **Finance:**
 - Experience in preparing and managing budgets.
 - Effective supplier management.
- **Customer Focus:**
 - Engages with and listens to customers (coaches, players and parents).
 - Able to inculcate a customer orientation in staff.
- **Sport Science – coach and player development:**
 - Understanding of long term coach and player development pathways.
- **Technology:**
 - Good computer skills, covering all basic office functions – spreadsheets, presentations, reports etc.

TSA reserves the right not to fill the position should a suitable candidate (as determined by TSA) not be found. TSA is also committed to the Transformation imperatives of the Department of Sport and Recreation of South Africa ("SRSA") and the South African Sports Confederation and Olympic Committee ("SASCOC") as contained in, amongst others, the Transformation Charter for South African Sport. These imperatives will be considered in this appointment.

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