



## PARTICIPATION DEVELOPMENT PARTNER

<b>Responsible to</b>	<b>Head of Region</b>
<b>Location</b>	<b>This is a mobile role based in the South and South West region, mainly covering Hampshire and Dorset</b>
<b>Salary</b>	<b>Up to £30k pa dependant on experience, plus excellent benefits (including a Bonus) and a company car.</b>

### About the role

The LTA's participation team are on a mission to grow tennis by making it relevant, accessible, welcoming, and enjoyable.

This role is an exciting opportunity for an outstanding sport development professional to play a part in helping the LTA achieve its vision of 'tennis opened up', and through our work to make tennis relevant, accessible, welcoming and enjoyable, help us to ensure it is a sport that can be played by anyone, no matter their age, gender, background or ability.

The Participation Development Partner will be critical in delivering the participation strategy across the tennis landscape at a regional and county level; leading the deployment and delivery of strategies and plans to the grass roots of the sport across the club, county and volunteer network, park and community tennis venues and education venues. This role requires expert planning, communication, and collaboration with the need to engage and influence multiple partners to ultimately drive adult and junior participation growth in line with the LTA vision of Tennis Opened Up to all

### Key Accountabilities

- Facilitate the deployment of strategy and plans at a regional and county level, working across the delivery channels; clubs, parks and community tennis and education venues, with a focus on driving participation growth and enabling a joined up approach across all venues and partners.
- Work with the Head of Region to identify, engage with and influence the networks of clubs, park and community venues and education facilities which provide the best opportunity to influence the delivery of the participation strategies and plans.
- Put in place systems and processes that enable clubs, park and community venues and education facilities to work in a joined up and mutually beneficial way to grow tennis in their local community.
- Deliver support to the club network in order to grow membership, increase participation and become more financially sustainable, through agreed strategies and plans and working with the wider community.
- Working with the Head of Region, lead on the day to day management and engagement with identified Local Authority partners to activate tennis participation across the region, with a focus on park and community venues, pay and play provision and smart access gate technology.
- Work with the Head of Region to deploy central strategies and plans to grow sustainable opportunities for people to access tennis in harder to reach communities, working with identified partners and ensuring a sustainable approach to participation growth and social outcomes for participants.

- Work with the Volunteering Manager to implement centrally led volunteer recruitment, engagement, reward and recognition plans created to enhance the volunteer experience, and change the shape of the volunteer landscape.
- Work with the Disability Development, Competitions, Workforce and Community Development Partners to ensure plans are developed and implemented across the club, park, community and education network as part of an integrated plan to grow participation opportunities for all.
- Work with the Regional Safeguarding Officer to deliver agreed strategies and plans to support venues and the wider tennis workforce in meeting best practice standards to ultimately make the sport safer for children and vulnerable adults.
- Work with the Head of Region to help identify strategic indoor facility investments across the network of venues and LA's in the region.
- Work with the National CITC Manager to support the delivery of strategic initiatives aimed at increasing the sustainability and participation growth of Community Indoor Tennis Centres.
- Where relevant and agreed, provide support to the regional and county performance teams, helping to join up work programmes with the regional participation teams and county associations.
- Work with the Operations Team to engage and deploy the right partners within a network to successfully operationalise each new facility investment.
- Working with the Head of Region and Central Participation teams to put in place regional monitoring and evaluation tools to capture the impact of regional plans in each network and venue.

## Person Specification

### *Previous Experience of:*

Delivery of sports development strategy to grow participation, working with a diverse range of partners.	Essential
Working collaboratively with a geographically dispersed workforce, facilitating the delivery of agreed plans and facilitating solutions.	Essential
Demonstrable experience of delivering plans to create an engaged and motivated volunteer workforce.	Essential
Developing opportunities with a range of partners within a community or education setting, in order to achieve agreed goals.	Essential
Management and engagement of Local Authority partners.	Desirable

### *Knowledge, Training & Qualifications:*

Excellent communication and presentation skills with the ability to liaise and communicate with people at all levels.	Essential
Strong organisational, time management and prioritisation skills.	Essential
Competent IT skills (Word/ Excel/PowerPoint/Databases/Microsoft Office/internet).	Essential
An understanding of the wider sports network and the elements involved in developing sports in Club, Community and Education settings.	Essential
Full Driving Licence.	Essential
An understanding of local, County, Regional and National Tennis structures.	Desirable
Sports development and/or sports facility management qualifications.	Desirable

*Personal Attributes:*

<i>Teamwork</i>	<ul style="list-style-type: none"><li>• A great communicator both internally &amp; externally</li><li>• Always prepared to work collaboratively</li><li>• Works well as part of a regional team, working remotely across large areas</li></ul>
<i>Integrity</i>	<ul style="list-style-type: none"><li>• Works openly &amp; honestly in the interests of the team</li><li>• Will always suggest improvements to ways of working</li><li>• Will be comfortable challenging groups or individuals to ensure high levels of work</li><li>• Treats others as you wish to be treated</li><li>• Will be a role model for inclusion and diversity</li></ul>
<i>Passion</i>	<ul style="list-style-type: none"><li>• Committed to growing the sport of tennis</li><li>• Highly proactive with a 'can-do' attitude</li><li>• Hard working &amp; driven to succeed and achieve our mission</li><li>• Passionate about developing opportunities for people to play sport</li></ul>
<i>Excellence</i>	<ul style="list-style-type: none"><li>• Always aims to achieve the best possible outcome</li><li>• Develops plans based on best practise and previous experience</li><li>• Seeks support from colleagues to improve outcomes</li><li>• Will be happy to take the more challenging route if it results in higher quality outputs</li></ul>