



TABLE TENNIS ENGLAND RECRUITMENT PACK
HEAD OF PATHWAY DEVELOPMENT



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WELCOME

Thank you for your interest in joining the team at Table Tennis England.



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Table tennis is going from strength to strength with more than 450,000 people playing regularly; this happens because of extraordinary people in our team and across the wider table tennis community.

Our new strategy, Table Tennis United, sets out an exciting journey of growth and transformation that underpins our purpose to 'host generations of players at our table', and towards our vision of 'a table tennis nation'.

A key pillar in our strategy is to create systemic change that will see one of our players, one day, stand on the Olympic podium. To do that we must transform our pathway, develop players, coaches, environments, and behaviours that, together, will enable our players to live their dream.

This role, is about being part of that ambition, ensuring that systemic and cultural change is in place for players and coaches to thrive. New ideas, inspiration, leadership, ambition, passion for change – all words that describe the opportunity to shape talented people to achieve extraordinary things.

Adrian Christy
Chief Executive



ABOUT US

WHO WE ARE

We are the National Governing Body for table tennis in England with a team of 40 staff; we are also appointed by Great Britain Table Tennis to lead the operational delivery of the GB Performance Programme which is solely focused on preparing athletes to represent Great Britain at the Olympic Games.

OUR PURPOSE

We exist to host generations of players at our table.

OUR VISION:

To be a table tennis nation.

OUR STRATEGY

Table Tennis United is the blueprint for table tennis in England and sets out our bold ambitions through four Pledges:

1. Table tennis will be a thriving community - a sport for everyone with no barriers to taking part
2. Culture change across the pathway that inspires world class performances and medal success
3. Connection across the table tennis community
4. A high performing organisation that is not just fit for today but is fit for the future

THE ROLE



CORE PURPOSE:

- To increase the number, and quality, of players and coaches across the England pathway that achieves a year on year improvement in junior results at European and World level
- To lead the design and delivery of the England pathway, working with partners to create progressive environments for players and coaches to develop
- To be responsible for the delivery of an integrated development pathway for players and coaches throughout England, that underpins Performance Development, and aligns to the purpose of developing future champions and world class coaches

THE OPPORTUNITY:

This role is made for a forward thinking, innovative, professional who seeks the scope of influence to contribute to transformational change.

Reporting to the Head of Performance Development, the Head of Pathway Development will lead and be responsible across all stages of the Player Pathway and play a key role in creating transformational change to achieve future World and Olympic success.

The Head of Pathway Development will have the capability to establish and lead a culture that nurtures a diverse group of young players and coaches who show potential today but with the talent, drive and ambition to be the champions of tomorrow.

THE ROLE

KEY DELIVERABLES:

- Work across internal departments to establish an integrated, seamless, and respected system from participation into the England Performance environment
- Establish a network of Pathway Development Centres that support the development of players and coaches and underpin the national training environment
- Publish the pathway standards, and how these will be achieved, that will deliver transformational change across the pathway
- Ensure appropriate induction processes are in place when athletes transition into an England performance programme
- Support with the collection/mobilisation of insight that will assist in the development of player profiling/benchmarking
- Implement support during key transition points for players as they progress through and exit the pathway
- Establish a nationwide talent search system that provides the opportunity to discover the potential of today and the champions of tomorrow
- Work in close collaboration with stakeholders from Clubs, County Associations, other table tennis partners and wider talent stakeholders, who play their part in the table tennis pathway
- Support more junior players into regular training and competition every year with the ability to transition into senior table tennis
- Increase the number of players with the potential to be selected for national training at an earlier age
- Ensure the England pathway aligns to the England Performance Programme
- Act as Team Leader for identified junior events
- Lead the development of major funding bids (e.g. to Sport England) to access the resources necessary to deliver across the Pathway Development objectives.
- Maintain excellent relationships with key funders and stakeholders, identifying forthcoming policies, approaches and trends and ensuring that Table Tennis England derives maximum benefit from these to support its strategic objectives.
- Support the development of a national coaching curriculum that provides a consistent, nationwide learning environment for coaches and players at each stage of the pathway
- Support the development of a coach learning programme that delivers a pipeline of coaches from community to National level
- Develop safe, effective, inclusive, high performing cultures across the pathway and ensure that effective talent development takes place whilst safeguarding the physical and mental health of players, coaches, volunteers, and staff and supporting their development as a person.
- Ensure there are continuously innovative and progressive development programmes for coaches, and support teams which are well-defined and consistently delivered to ensure the inclusive provision of the highest-calibre people throughout the pathway
- Ensure that there are effective policies, processes, and activities in place to quality assure, manage, educate, and inspire deliverers across all stages of the pathway.

PERSON SPECIFICATION

SKILLS:		ESSENTIAL OR DESIRABLE
Excellent interpersonal and leadership skills with a proven ability to effectively coach, influence, delegate and persuade at all levels of the organisation.		E
Proven strategy planning, development and implementation skills.		E
Good IT skills, proficient in the use of One Drive, Microsoft Office Word, Excel, Outlook, PowerPoint, Teams.		E
Ability to resolve complex problems, using innovative and efficient approaches.		E
Good project management skills, with a proven ability to coordinate people from multiple directorates into cross functional working groups.		E
Comprehensive financial management and budgetary skills.		E
Strong networking skills with the ability to form relationships with a variety of internal and external partners.		E
Strong presentation delivery skills with experience of presenting to large groups of internal and external stakeholders.		E
Proven ability to influence key stakeholders positively and progressively at all levels.		E
Ability to inclusively lead, inspire, and integrate diverse teams including clear target setting, performance management, mentoring, continuous development, and evaluation.		E
KNOWLEDGE:		
Knowledge and understanding of the structure and funding of sport in the UK and specifically England.		E
Knowledge of the typical player journey from talent to elite, including the challenges, pressures and transition points that can impact development.		E
An understanding of holistic player support and the types of support services required to enable athletes to excel.		E
Knowledge of the workings of Sports Governing Bodies and how Boards and Committee structures operate.		E
A technical background in player and coach development from grassroots to high performance sport.		E
A thorough understanding of effective and inclusive talent development pathways.		E
Knowledge of table tennis.		D

PERSON SPECIFICATION

EXPERIENCE:

ESSENTIAL OR DESIRABLE

Experience of working at a senior level.	E
Experience of influencing, collaborating and co-designing with partners.	E
Experiencing of leading a team in a pathway or elite performance environment.	E
Experience of delivering significant transformational change projects in a pathway and/or performance environment.	E
Experience of identifying funding opportunities, attracting sources of funding, and preparing and developing successful funding bids	E

APPROACH:

An inclusive and inspirational approach to quality, continuous improvement, teamwork, and performance management.	E
The ability to bring creative and innovative solutions to any challenges.	E
Appreciation of the importance of political relations.	E
A proven team player with demonstrable commitment to continuously encouraging greater inclusion at all levels.	E
Ability to exercise sound judgement, with a high level of integrity.	E
Ability to make decisions based on accurate and timely information and analysis.	E
Flexible and adaptable, with proven abilities of working under pressure.	E
Flexibility to travel nationally with overnight stays and potentially weekend work.	E
Flexibility to travel nationally on a regular basis with overnight stays and weekend work.	E
Well organised with a consistent delivery of work.	E
Flexibility to travel internationally on a regular basis	D

QUALIFICATIONS:

Demonstrable commitment to continuous professional development.	E
Hold a full, valid driving licence.	E
Graduate level educational background, or equivalent.	D

HOW TO APPLY

YOUR APPLICATION

If this exciting position appeals to you, you should submit:

1. An up-to-date CV which shows your full career history – we recommend that this is no longer than two pages, however, please ensure you represent your skills, experiences, and achievements;
2. A covering letter of no more than two pages of A4 demonstrating how you will bring your experience, skills, and knowledge to be successful in the role.

Please send your CV and covering letter, via email, to: Sue Wressell, EA to the Chief Executive, sue.wressell@tabletennisengland.co.uk

CLOSING DATE :

12pm, Friday 20 January 2023.

Interviews are expected to be held week beginning 30 January 2023.

PLACE OF WORK:

The office base is the Table Tennis England head office in Milton Keynes (MK8 9LA) or the National Training Centre, Nottingham, however significant travel within England is required.

Beyond that, we offer flexible working arrangements, including adjusted hours.

SALARY:

Competitive + benefits

Table Tennis England is proud of our commitment to equal opportunities:

Table Tennis England is committed to becoming a more diverse and inclusive organisation to bring new and different perspectives to our work. So that we can more closely reflect UK society, we particularly encourage applications from individuals within groups which are currently underrepresented within our organisation, most specifically.

Table Tennis is committed to the full inclusion of all qualified individuals. As part of this commitment, Table Tennis England will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, please contact Sue Wressell, EA to the Chief Executive – tel. 01908 208892 - sue.wressell@tabletennisengland.co.uk





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