

Interviewing for a Coach



INTERVIEWING FOR A COACH

Once you have short-listed your coaches you should invite them to an interview. You should conduct an off court and on court interview. You may wish to ask your Regional Development Manager to help you with the interview process or a local coach who you know runs a good programme to help, particularly with the on court interview.



Off Court:

The interview should be conducted in a business like manner in a suitable venue by the nominated panel of the Club Committee members. We have listed a few interview questions and included the option of asking the coach to deliver a short presentation on an agreed topic. The questions you ask and whether or not you ask the coaches to deliver a short presentation will depend on the type of role you are advertising for. For example if you are looking for a head coach you will most likely want them to deliver a presentation, but for an assistant coach this may not be necessary or appropriate.

You should ask the coach to prepare a short presentation (5 – 10 minutes) on a pre arranged subject. This will enable you to judge whether the coach has prepared for the interview appropriately, test their presentation skills and give you a feel for how the coach analyses information and can deliver against a pre determined brief. Ensure that the presentation topic is relevant to your own clubs situation.

We would encourage you to conduct on-court and off-court interviews when recruiting a new coach.

Some suggestions for presentation topics include;

- How would you look to develop the current tennis programme and what would be your priority?
- How would you go about developing a school link programme and how will this increase the number of junior members?
- We want to become a thriving club, which embraces juniors and has a leading coaching programme. To achieve this, what elements of our current tennis programme would we need to improve?
- Our outgoing coach doesn't currently sit on the Club Committee nor attend meetings. Could you sell the benefits of you doing so?

You should then ask the coach a number of interview questions. Some suggestions include;

- Can you give an example of when you have identified ineffective element of your tennis programme and tell us how you went about improving them?
- How would you manage and support other coaches who are working at the club?
- How would you support and work with the club's committee?
- What is your knowledge of our programme and are there any immediate improvements you would suggest?
- We would like to improve the Hot Shots programme and this would be a key area for you to develop. How would you go about this?
- We haven't got much of an adult coaching programme, how would you develop a coaching programme for adults and what would be the priority?
- We acknowledge that junior competition is really important for young players. We have junior inter-club teams competing but how would you build more competitive opportunities for our junior members?
- Can you give us an example of when you have worked as part of a team to achieve a shared goal?

The coach is a key player within the club!



Ask the coach to share their experiences with you and ask them how they would tackle some of the challenges that your club is facing. Also ensure that your line of questioning leads you to learn what areas of coaching your interviewee prefers working with and whether their weaknesses may lie.

- Have you set up a tennis coaching programme from scratch? How did you do this?
- How would you ensure a high standard of service is delivered to our members?
- How would you encourage players from schools and other local community groups to come and join?

You should record the details of the interview to help you with the decision making process.

On Court:

It is vitally important for coaches to perform well in a formal off court interview but they also need to show you what they can do on court. The coach should conduct a coaching session. Here are some suggestions:-

The on-court coaching session should involve players that are of a similar standard to those that the newly appointed coach will predominantly have to work with. You could give the coach a lesson topic to prepare, for example for adults you could ask the coach to structure the lesson around the serve and volley in doubles or when and how to intercept in doubles.

You should check that the session is well structured and fun for the participants. Here are some things to look for:

- Warm up
- Competitive situation to allow for evaluation of players
- Clear teaching points, demonstrations and practices
- Achievable Progression of the teaching points
- Competition to end with
- Cool down
- Reinforce the teaching points and set out the aims for next session

A club coach should have a rounded experience of running large groups, working with adults, children and running competition.



Check that the coach is enthusiastic, provides guidance to all players, watches the players for the whole session and has fun with the players. Once the session is over ask the players what they thought of the session. But remember a coach can make a session fun without teaching anything! Check the coach knows the players names at the end of the on court session. If you are unsure what to look for it is recommended that you ask for support to analyse the on court session.

Assistance:

For any assistance or enquiries on implementing any of the above suggestions please contact your regional development manager.