

## ITF ROLE OVERVIEW

Executive Director, Development & International Relations



**The ITF is re-branding this year to become World Tennis.**

**We are the global governing body and guardian of tennis.**

At the ITF, we live and breathe our sport. We are a global organisation at the heart of tennis, here for everyone who loves the game.

Working together with our 214 member nations and 6 regional affiliates, we're proud to support every journey in tennis, from playground to podium. More than 100 million people play tennis today. Billions more follow it. It's a sport that offers opportunities on and off the court, inspiring joy, confidence and connection. That's why we reinvest 90% of our income each year into the game, directly and through our member nations, helping to grow tennis in every region and for every age, ability and background.

Here's what we do:

**We grow the game from the ground up, to help the next generation fall in love with tennis.** We enable tennis from grassroots participation to talent development and competition, all the way up to the Olympics and Paralympics.

**We build a pathway to the top, creating opportunities for players everywhere to chase their dreams.** From junior tournaments to the professional ITF World Tennis Tour, we create opportunities for talent to rise, and we actively support players from underrepresented nations to excel.

**We bring nations together so that players can compete not just individually, but for the pride of their country.** Through our world-class team competitions, the Davis Cup, Billie Jean King Cup, Wheelchair World Team Cup and Beach Tennis World Cup, we make it possible for players to compete for the pinnacle of sporting glory.

**We protect the spirit of the sport, and ensure the game is respected at every level.** We train the officials, set the standards, and as tennis's global governing body, we uphold fair play, integrity and safety.

**We drive tennis forward, sustaining its foundations and future.** Through innovation and sustainability, we're helping tennis evolve socially, environmentally and economically. We educate players and coaches at every level, and champion a more inclusive game for all.

**Above all, we want everyone to feel part of it.** We're building a global tennis community that's more passionate and welcoming than ever, both on the court and online.

#### **The role:**

Reporting to the CEO, the role of Executive Director, Development and International Relations is to maintain positive and productive relationships with all National and Regional Associations ensuring they are effectively and appropriately supported with guidance, services and support and are aligned with the ITF Tennis Development growth strategy. The strategy significantly contributes to the ambition to have 120 million players by 2030 as well as the over-arching ambition of *'better players from more nations'* sitting at the top of the game.

#### **Direct Reports:**

- Head, Participation and Education (based remotely)
- Head, Performance and Events
- Manager, Tennis Development
- Manager, International Relations

#### **Responsibilities:**

Overall strategic leadership to deliver the solidarity and development strategy which focuses on more and better players and incorporates key strategic pillars such as growing participation, community engagement initiatives coach & talent development, delivering regional and global events, investment in infrastructure and education. Fundamental to the role is the considerable stakeholder engagement, both internally and externally, building and fostering strong and trusted relationships. Responsibility to research the feasibility and establishment of the World Tennis Foundation.

## **Leadership & Strategy**

A strategic and experienced leader is needed to ensure the strategy is effectively delivered working closely with all tennis stakeholders, the Olympic family, and key strategic partners. Development strategy focuses on two main objectives: increase participation – more players and raise performance – better players. The Development Advisors Group, which is composed of six ITF Board members, is the formal body that oversees the development strategy and its priorities.

## **Participation & Talent Development**

- Plan and work on new initiatives designed to help shape the future of our sport
- Design and review initiatives to grow and open-up the sport to reinforce the benefits of tennis
- Lead the ambition to create a truly level playing field, and support and lead the mission to develop better players from more nations than ever before.
- Ensure opportunities for people all over the world to have the ability to be connected to tennis
- Design and review initiatives to evaluate comprehensive coach development and education programmes to raise coaching standards and support continuous professional growth.
- Review, maximise and drive the success of the ITF's educational platform for the benefit of all categories (ie. players, coaches, parents, etc.) involved in our sport.
- Develop and lead community engagement initiatives to foster participation at all levels, connecting people from diverse backgrounds and strengthening the grassroots presence of tennis.
- Support ITF's stakeholders globally to ensure community programmes are accessible and inclusive, empowering people of all ages and abilities to get involved with the sport.

## **Solidarity, DEI, Stakeholder Engagement & International Relations**

- Act as the lead reference point for 214 National Associations and six Regional Associations on tennis development matters.
- Lead the work and relationship with our six Regional Associations to ensure alignment with ITF strategic priorities and effective implementation of the Development delegated projects.
- Liaise with the Grand Slam Representatives to ensure that the Grand Slam Players Development Programme (GSPDP) is strategically positioned to achieve its objectives, support the strategy and to organise the GSPDP Administrative Committee meeting as appropriate
- Coordinate and manage the Stakeholder Engagement Group, and the Coaches Commission aligning with the respective Chairs ensuring that meetings are regularly held to support the ITF strategic priorities
- Increase funding and gifting for worldwide development through new sources of revenue and research and develop opportunities to create a charitable World Tennis foundation

## **Olympic Solidarity**

Since the reintroduction of tennis into the Olympic family at the 1988 Olympic Games in Seoul, tennis has benefited considerably from funding for projects through the Olympic Solidarity (OS) World Programmes.

- Manage the relationship with the International Olympic Committee (IOC), OS and ASOIF organisations
- Understand and work with the International Olympic Committee, OS to boost opportunity for funding to benefit tennis on education and national sport structure programmes.
- Oversee stakeholder governance matters as required.

## **Team Development and Performance**

- Build and lead high-performing teams directing and aiding the team to set clear priorities, goals and timeframes
- Ensure the ITF Development Officers are effectively managed to implement ITF's strategic priorities around the world
- Identify, coach and mentor our future leaders and support succession planning
- Facilitate a structure which support players from all over the world to reach their potential
- Ensure initiatives and programmes that help the development of more players
- Work with key partners to develop training centres and facilities around the world
- Efficiently oversee and inspire a team based in the UK and a team of Development Officers based globally
- Manage diversity and inclusion effectively within teams

- Demonstrate sensitivity to cultural differences and can foster an inclusive environment for global staff

### **Finance and Budgeting**

- Responsible for the ITF and Grand Slam Players Development Programme (GSPDP)
- Communicate the development budget to stakeholders as appropriate including formal interaction and consultation with regional and national associations
- Source new ways to grow revenues and commercialise opportunity areas
- Develop and manage the development budget and monitoring performance against targets, reporting financial progress and outcomes to senior executives and the board.

### **Operational Delivery & People Management**

- Currently there are 24 staff members within the Development and International Relations departments, 10 of whom are Development Officers (based across the world)
- Organise and utilise the team effectively to achieve the strategic goals set by the ITF

*As the needs of the business can evolve rapidly this role may change accordingly, therefore this document should be viewed as guidelines which are subject to change.*

### **Essential Knowledge & skills**

- ✓ Communicate effectively, clearly and confidently in writing and verbally
- ✓ Ability to see the 'big picture' of strategic growth, and how staff, and internal and external partners can contribute to the achievement of departmental and organisational goals
- ✓ Able to enthuse others, self-starter, tenacious; comfortable being accountable
- ✓ Clear, logical thinker able to analyse requirements and propose pragmatic solutions
- ✓ Ability to plan effectively to ensure achievement of annual objectives and project timelines

### **Experience**

- ✓ Fluency in a second language (apart from English) is an asset
- ✓ Substantial experience of international sports development and programme delivery in complex environments
- ✓ Previous experience of working in international sport (particularly tennis)
- ✓ Significant experience working in a senior leadership role
- ✓ Experience of managing large budgets & complex programme delivery
- ✓ Experience of managing other funding sources and reporting ROI's
- ✓ Understanding of global coaching structures and systems
- ✓ Builds trusted relationships and credibility quickly; consultative and collaborative
- ✓ Ambitious for the organisation and for the sport of tennis, demonstrating a genuine passion
- ✓ Able to be flexible with weekend working and irregular hours (the role includes considerable global travel)
- ✓ Ability to prioritise and manage multiple projects simultaneously
- ✓ Excellent written and verbal communication skills and people skills
- ✓ Proactive, ability to work on own initiative and under pressure; a diplomatic, team player
- ✓ Fundraising and foundation experience

### **What we offer....**

- Competitive salary and discretionary bonus
- 25 days holiday per annum plus bank holidays
- Private Healthcare
- Group personal pension scheme, life assurance and annual Wellbeing allowance (subject to conditions)
- Health Cash Plan
- Free lunch when working in the office (up to £9 per day)
- Complimentary healthy snacks and fresh fruit when working in the office
- Ride2Work Cycle Scheme

- 35 hour working week from Mon – Fri, with core hours of 10am-4pm – flexible start & end times. Longer hours and weekend work may be required when travelling.

*We are working to a hybrid model requiring a mandatory minimum of 3 days working in our office currently based in south west London and as part of this, Monday and Tuesdays are 'anchor days' where all staff are obliged to work from the office.*

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### **Application Process**

Please send a covering letter and your CV to [jane.osullivan@itftennis.com](mailto:jane.osullivan@itftennis.com) stating **Director, Development** in the subject field of the email.

Please clearly indicate in your cover letter whether you require sponsorship or a work permit to work in the UK either now or in the future.

**Closing date for applications by close of play Wednesday 6<sup>th</sup> May 2026.**

*The ITF processes your applicant data in accordance with our [Privacy Notice – Recruitment](#), which can be found on [our website](#).*

*The successful candidate may be subject to an enhanced DBS or equivalent level Overseas Criminal Records Check.*