

Position Description

Position:	New Zealand Development Coach
Responsible for:	Performance and development of New Zealand Development squad and athletes; contribute to high performance programme planning and delivery.
Reports to:	NZ Development Manager
Type of Position:	Fixed term (Jan 2019 – Nov 2020)
Key Relationships:	NZ Youth Team Management, NZ Open Team Management, Sport Manager, athletes and their coaches, National Selectors, support service providers, other SLSNZ staff and volunteers.
Location:	Flexible
Remuneration:	Voluntary position; expenses athlete funded

About SLSNZ Surf Sports

Sport has a long and proud history within surf life saving. Surf Sport is delivered regionally and nationally for a number of key reasons:

- To reward lifeguards who volunteer their time to patrol beaches.
- For the entertainment of members and the wider Surf Life Saving community.
- For lifeguards to improve their fitness and lifeguarding skills so they are better lifeguards.
- To find our champions and provide pathways for them to represent New Zealand.

Strategic Goals 2015 - 2020:

1. **Participation** - A vibrant and attractive sport leading to growth in participation, membership and the sustainability of our clubs.
2. **Events** – a high quality and exciting event calendar with iconic and attractive events for participants to enjoy.
3. **Coaches** – Capable coaches at all levels supporting and developing a growing athlete base
4. **Internal capability** – capability and resources to deliver the sports strategy.
5. **High Performance** – Back to back World Champions in 2016, 2018 and 2020.
6. **Officials** – Capable officials at all levels helping deliver successful events and athlete satisfaction

sport.surflifesaving.org.nz

Purpose of the Position:

Support the NZ Development Athletes in their development and performance in the aim of making the NZ Open Squad. Lead a NZ Team to the 2019 and 2020 Sanyo Cup, Japan early July.

The NZ Development Coach will be responsible for:

- The preparation and performance of New Zealand Development athletes who sit in between the Youth Squad and Open Squad.
- The monitoring and improvement of development squad athletes, including athlete individual performance plans (IPPs) in collaboration with the NZ Open Team Coach and NZ Youth Team Coach.
- Assisting with the planning and delivery of high performance campaigns, camps and workshops for the development squad athletes.



- Contributing to the collaborative high performance environment with athletes, coaches and support personnel.
- Contributing to wider coaching initiatives and other tasks as agreed by the National Sport Manager.

Role Expectations

- Regular and timely communication and reporting with the Development Team Manager and SLSNZ National Sport Manager.
- Attend pre determined international events as agreed with National Sport Manager (the make-up of NZ Development management teams may vary depending on the event, development needs and available budget).
- Manage a variable workload. Average of 2 – 3 hours a week. Peak times around campaigns up to 10 hours per week and full time while in the NZ Development team during campaigns.
- Available for weekend workshops and camps where necessary.
- Additional travel as required for the role.

Desirable attributes

1. Coaching

- A successful record as a coach at regional level or significant experience as a club coach with high performance athletes
- Literacy with the World Life Saving Championships and other international events
- Wide range of advanced surf sports and skill specific knowledge
- A Competitive Surf Coach (or equivalent) Qualification
- Knowledge of SLSNZ's high performance and developing athletes

2. Leadership

- Demonstrable leadership skills
- Proven ability to present / facilitate forums
- Demonstrable ability to think strategically
- International touring experience

3. People Skills

- Exceptional interpersonal and communication skills
- Ability to create positive relationships and team culture
- Provides constructive and timely feedback
- Strong networking abilities

4. Business Management

- Ability to manage time effectively and plan accordingly
- Demonstrable project management skills

5. Innovation

- Creative problem solving capability
- Ability to identify and implement improvement opportunities
- Willing to challenge the status quo
- Willing to learn, receptive to new ideas and concepts

6. Personal characteristics

- Highly motivated and energetic
- A passion for success and sporting achievement
- Understanding and empathy with the surf life saving environment
- Action orientated and results driven
- Personal honesty and integrity
- Committed to personal growth and learning
- Rapport and respect from the surf lifesaving community
- A team player

SLSNZ Organisational Values and Competencies

“Making a difference through a commitment to outstanding performance”

1. Leadership

- Empowers and inspires others
- Consistently demonstrates professionalism
- Positively represents team members and SLS

2. Communication

- Displays clear and concise communication in a timely manner
- Communication is open, frank, constructive and positive
- We keep our word

3. Learning Agility / Innovation

- A pro-active approach to self improvement
- Strong work ethic and personal drive
- Commitment to continuous improvement
- Open and flexible to change

4. Managing people

- Takes personal ownership of tasks and activities
- Provides constructive and timely feedback
- Considers and understands the need to build capability of the team
- Communicates clear expectations and enforces accountability