

Position Description

Position:	New Zealand Open Team Coach
Responsible for:	Performance of the NZ Open Team, development of high performance athletes, supporting high performance campaign planning and delivery, member of National Selection panel, leading and supporting strategies to develop athlete and coaching depth, delivery of coaching courses and workshops.
Reports to:	NZ Open Team Manager
Direct Reports (1):	NZ Open Team Assistant Coach
Type of Position:	Fixed term (Jan 2019 – Nov 2020)
Key Relationships:	High performance athletes and their coaches, National Sport Manager, NZ Team Management, other National Selectors, support service providers, other SLSNZ staff and volunteers
Location:	Flexible
Remuneration:	Voluntary position; expenses paid for.

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:

The primary objectives of the NZ Open Team Coach role are for New Zealand to win the 2020 World Championships (Rescue 2020) and develop the quality and depth of athletes and coaches to achieve on-going World Championships success.

The NZ Open Team Coach will be responsible for the;

- Preparation and performance of NZ Open team,
- Monitoring and development of high performance squad athletes, including athlete individual performance plans (IPPs)
- Planning and delivery of high performance camps and workshops,
- Support of high performance campaign planning and delivery,
- Advice to the National Selection panel,
- Developing a collaborative high performance environment with athletes, coaches and support personnel
- Developing and implementing strategies to grow the quality and depth of talented athletes,
- Support the planning and delivery of coach development and leadership initiatives,
- Deliver selected coaching courses and workshops,
- Contribute to wider coaching initiatives and other tasks assigned by the NZ Open Team Manager and National Sport Manager.

Detailed Key Responsibilities:

1. Rescue 2020 Campaign Plan / High Performance strategy and planning;
 - Work with the NZ Open Team Manager and National Sport Manager in planning, implementing and monitoring the Rescue 2020 Campaign (including events, camps / workshops and IPP's)
 - Play an active role in the consultation of strategic direction of high performance sport for SLSNZ.
2. Develop and maintain effective relationships with key personnel;
 - High performance athletes and their coaches, National Sport Manager, NZ Open and Development/ Youth Team Management, National Selectors, support service providers.
 - Assist club coaches to develop and guide programmes for talented athletes to achieve national goals.
3. Development and tracking of athlete IPP's;
 - Developing the athlete talent pool (approximately 36 athletes) to international standard.
 - Implementation of the IPP programme to guide athlete preparation, development and performance.
 - Monitoring the IPP programme, review with service providers and reporting to NZ Open Team Manager and National Sport Manager.
4. Develop and implement a team plan for international events the NZ Open Team competes in.
 - In conjunction with the NZ Open Team Manager develop and implement a team plan for taking the New Zealand Team to the 2020 World Lifesaving Championships.
 - Develop and implement a plan for advanced technical development for Rescue races.
5. Talent ID, development and tracking
 - Identify and monitor talented athletes in Open and younger age groups
 - Develop and implement strategies to grow the quality and depth of talented athletes
 - Work collaboratively and share knowledge with other Selectors.
 - Work collaboratively and share knowledge with NZ Development/ Youth Team coaches.
6. Lead and support the planning and delivery of coach development and leadership initiatives:
 - Deliver selected coaching courses and workshops
 - Support the planning, development and delivery of coach development initiatives such as technical modules and coaching conferences.

Desirable attributes

1. Coaching
 - A successful record as an elite coach at national or regional level or significant experience as a club coach with high performance athletes.
 - Literacy with the World Life Saving Championships.
 - Wide range of advanced surf sports and skill specific knowledge.
 - A Performance Surf Coach (or equivalent) Qualification
 - Knowledge of SLSNZ's elite athletes
2. Leadership
 - Demonstrable leadership skills.
 - Proven ability to present / facilitate workshops and forums.
 - Demonstrable ability to think strategically.
 - International touring experience.
3. People Skills
 - Exceptional interpersonal and communication skills.
 - Strong networking abilities.
4. Business Management
 - Ability to manage time effectively and plan accordingly.
 - Demonstrable project management skills.
 - Proven administrative 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
 - Commitment to confidentiality and transparent selection processes
 - A team player

Role Expectations

- Manage a variable workload. Peak times are around campaigns with full time commitment during competition events.
- Attend relevant events, workshops and camps.
- Attend international events where New Zealand teams are competing.
- Additional travel as required for the role.
- Regular and timely communication and reporting with NZ Team Manager.

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