

## Position Description

<b>Position:</b>	New Zealand Youth Team Coach
<b>Responsible for:</b>	Performance and development of New Zealand Youth teams and athletes; contribute to high performance programme planning and delivery.
<b>Reports to:</b>	NZ Youth Team Manager
<b>Direct Reports (1):</b>	NZ Youth Team Assistant Coach
<b>Type of Position:</b>	Fixed term (Jan 2019 – Nov 2020)
<b>Key Relationships:</b>	NZ Youth Team Management, National Sport Manager, NZ Open Team Coach, athletes and their coaches, National Selectors, support service providers, other SLSNZ staff and volunteers.
<b>Location:</b>	Flexible
<b>Remuneration:</b>	Voluntary position; expenses user pays

### 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](http://sport.surflifesaving.org.nz)

### Purpose of the Position:

Responsible for the performance and development of New Zealand Youth teams and athletes.

### **The NZ Youth Team Coach will be responsible for:**

- The preparation and performance of New Zealand Youth teams.
- The monitoring and improvement of Youth squad athletes, including athlete individual performance plans (IPPs) in collaboration with the NZ Open Team Coach and NZ Youth Team Assistant Coach.
- Assisting with the planning and delivery of high performance campaigns, camps and workshops.
- 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 NZ Youth Team Manager and National Sport Manager.

### **Role Expectations**

- Regular and timely communication and reporting with the NZ Youth Team Manager and National Sport Manager.
- Attend pre determined international events as agreed with National Sport Manager and NZ Youth Team Manager (the make-up of NZ Youth 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 Youth management 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