

Seeking Expressions of Interest
Surf Life Saving New Zealand - High Performance Open Campaign Lead
Send CV and Cover Letter to Tanya.hamilton@surflifesaving.org.nz

- Position:** SLSNZ High Performance **Open Campaign Lead** (Lifesaving World Championships)
- Responsible for:** The Open Campaign Lead is responsible for leading the planning and implementation of a Life Saving World Championships (LWC) performance strategy for the Black Fins.
- The Open Campaign Lead, in collaboration with the HPM and Campaign Coaches, will oversee appropriate planning and support for open athletes on track for LWC2024 performance.
- The Open Campaign Lead will lead the Black Fins team at LWC.
- Reports to:** High Performance Manager
- Type of Position:** December 2022 – End Nov 2024
- Key Relationships:** High Performance Manager (HPM), Campaign Coaches/HP Coaches, athletes, NZ Selectors, Campaign Operations and Performance Health support, Youth & IRB Campaign Leads
- Location:** Flexible
- Remuneration:** Honorarium; all associated travel, accommodation and expenses covered where agreed

High Performance Lifesaving Sports:

Our Vision is to *Create Champions and Role Models that Inspire New Zealanders.*

Our Mission is to *Maximise the potential of NZ lifesaving sport athletes to achieve excellent and inspiring performances at pinnacle events.*

New Zealand is a powerhouse of competitive lifesaving, competing and winning internationally across pool, beach and IRB events. Our high performance teams include the Black Fins, Junior Black Fins (pool, ocean & beach), Black Props (IRBs) and Oar Black (surf Boats). The pinnacle event is the Life Saving World Championships, held every two years. We are the current IRB World Champions and have previously won the Open championship in 2012, 2014 & 2016 and Youth World Championships in 2018. Many of our athletes also represent New Zealand in Commonwealth and Olympic sports.

About Surf Life Saving New Zealand (SLSNZ)

SLSNZ is a charitable organisation and the National Association that has over 18,000 members representing 74 Surf Life Saving Clubs that provide beach patrols on 80 of New Zealand's busiest beaches saving over 500 lives every year.

Our vision is "No one drowns on our beaches", our purpose is "To lead and support surf lifesaving in NZ" and we value Credibility, Transparency, Passion & Aspiration.

Life Saving Sport has a long and proud history within surf lifesaving. Sport delivery is regional and national 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.

CAMPAIGN LEAD ROLE KEY TASKS:

The Open Campaign Lead is responsible for the planning and implementation of a performance winning strategy for the Lifesaving World Championships (LWC), and leading the Black Fins and management team at LWC 2024, Gold Coast.

Leadership

The Open Campaign Lead will assume the Team Lead role at the LWC responsible for planning and execution of the Black Fins performance strategy, and leading a positive performance team environment. They will liaise and support, where possible, with other LWC New Zealand team is (Junior Black Fins and IRB) collaborating during preparation to help optimise the performance environment and culture.

Communication

The Open Campaign Lead will be able to communicate honestly, effectively, positively, and consult/seek support to adapt, troubleshoot and problem solve particularly in the context of limited resources available and the volunteer nature of SLSNZ High Performance. The Open Campaign Lead will develop an agreed communication plan with the HPM to ensure adequate Campaign support, clarity and direction for all involved.

Planning, delivery & reporting

Campaign planning should be documented and take place in consultation with selectors, key coaches, HPM, and stakeholders such as athletes and others, who can test, challenge and/or support thinking within the means of the resources available/obtainable. The Open Campaign Lead will then lead implementation of the Campaign Plan in collaboration with a team of appointed coaches, health, operations and HPM support.

Regular consultation with the key Campaign coaches and selectors is critical to identify athletes who are capable or on track for LWC2024 performance. The Open Campaign Lead will oversee that athletes develop a meaningful individual performance plan for LWC2024, in collaboration with Campaign and club/'home' coaches and other relevant athlete support. Athlete plans should be reviewed and at agreed intervals to support athletes on their journey.

It is not expected or essential that the Campaign Lead attend all international events (e.g. Sanyo Cup, German Cup, ISRC) that may fall within the Campaign, meaning they can help identify other coaches to support delivery. It is important to find opportunities to develop the capability of other coaches as part of succession planning.

As part of a continuous learning approach, provide a Campaign report on completion of LWC2024.

Selections

The Open Campaign Lead may (if appropriate) become part of the NZ Selectors panel and is responsible for communicating and consulting with the NZ Selectors about potential team strategies for the LWC thereby informing the athlete and team selection process.

SLSNZ HP System development

The Open Campaign Lead is part of a wider HP Team and will therefore have a significant influence within the HP Programmes. This situation implies a responsibility to share information that is of benefit to the HP Programmes to help find efficiencies, build intellectual property, strengthen the ONE culture, exemplify values, and contribute to our understanding of the high performance environment within the sport of surf lifesaving, ultimately contributing to the SLSNZ High Performance strategy, vision and mission.

OUTCOMES:

- A Black Fins team capable of winning LWC 2024
- An LWC 2024 Campaign Plan and follow up report and feedback
- NZ Selectors informed to select the best athletes to match the team strategy for optimal performance at LWC
- Athletes who can see their journey and know what they need to do for selection and performance at LWC 2024
- Campaign alignment with the SLSNZ High Performance Strategy and ONE

- Be leading a collaborative, positive, performance environment whilst respecting and building on the existing team culture

PERSON SPECIFICATION:

Essential requirements

- Demonstrated international experience leading a team in a high performance environment, in an elite sporting context
- Demonstrated experience leading a positive, holistic and performance enabling team culture
- Support and comply with SLSNZ constitution, relevant policies and processes
- Literacy and experience with the ILS Lifesaving World Championships

Highly Desirable

- Understanding and application of the principles of coaching, sports science, sports medicine (and other athlete performance support) within a high performance programme
- Demonstrated successful experience coaching elite athletes at the national and international level
- Wide range of advanced surf sports and skill specific knowledge
- Ability to identify competitive opportunities within the international lifesaving environment

Essential knowledge and skills

- Highly effective positive communication and interpersonal skills
- Demonstrated high performance leadership skills and experience
- Regular and timely communication
- Demonstrated self-reflective practices and willingness to engage or develop accordingly
- Supportive of the development and upskilling of others
- Demonstrated skills and experience working collaboratively
- High performance campaign or project planning skills and experience
- Skilled in applying international knowledge and competitive opportunities to campaign planning
- Demonstrated ability to think strategically
- Thinking and actions that respect and support people wellbeing
- Ability to provide and receive constructive feedback
- Demonstrated understanding of performance environments to allow culture to evolve and be nurtured

Personal characteristics and attributes

- Represents and lives the values, vision and mission of the HP Strategy and SLSNZ
- Moral principles reflected in actions and decision making
- Demonstrated commitment to self and others wellbeing
- Strong networking abilities through building trusted relationships with athletes, coaches, event support, SLSNZ staff & volunteers and other key stakeholders
- Receives and gives information and honest constructive feedback in a clear manner
- An accurate sense of own ability and self
- Highly organised, passionate and driven
- Takes a diligent and precise approach to improving performance
- Uncompromised personal honesty and integrity
- Commitment to confidentiality and transparent selection processes
- Ability to manage workload and seek support where required

SLSNZ High Performance – Athlete Support

Athletes selection to the SLSNZ High Performance squad following a selection process during a defined selection period. Announcement of pool rescue selection is generally each year after the NZ National Pool Rescue Championships. Announcement of ocean/beach squad selections is generally each year following SLSNZ Nationals (or after Aussies).

Some athletes will cross over lifesaving disciplines due to the multi-event nature of lifesaving sport (e.g. ocean and pool rescue).

Athlete grouping is this way to help identify corresponding HP coaching support and to help identify which discipline/s they are likely to perform if selected for a NZ Team.

The Open Campaign Lead works closely with the Campaign Coaches and athlete club/ 'home' coaches to support athletes as per description below.

Table 1. Description of HP Athlete Squad support (some is aspirational)

Athlete selection description	Athlete support
Open or 'High Performance' Athletes on target to perform or have the ability to perform as part of a winning team at the Lifesaving World Championships within two years	<ol style="list-style-type: none"> 1. 1:1 HP coaching support/input with athlete and club/home coach 2. Performance Health Evaluation - baseline 3. Individual Performance Plan/'Haoura' completed and periodically reviewed with athlete support needs identified (medical, physiotherapy, Performance Life, Nutrition, Physiology, Performance Technique Analysis, Mental Skills) 4. Regional Development Workshop invitations 5. When relevant, Campaign workshops and camps
Youth or 'Development' Athletes meet age eligibility criteria and have short-term potential to perform at a World Championship level. They should also have long-term potential to perform at open World Championship level within 4 four years and beyond.	<ol style="list-style-type: none"> 1. 1:1 HP coaching support/input with athlete and club/home coach 2. Individual Performance Plan/'Haoura' completed and periodically reviewed with athlete support needs identified (medical, physiotherapy, Performance Life, Nutrition, Physiology, Performance Technique Analysis, Mental Skills) 3. Regional Workshop invitations 4. When relevant, Campaign workshops and camps 5. Regional athlete performance support where available
Talent Development (youth or open) Athletes showing potential to develop into youth or open athletes capable of performing at international lifesaving events	<ol style="list-style-type: none"> 1. Regional Workshop invitations 2. Online education sessions (when available)

More information about the SLSNZ High Performance Programmes and current High Performance squad found [here](#).