

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

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

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.

YOUTH CAMPAIGN LEAD KEY TASKS:

The Youth Campaign Lead is responsible for developing and implementing a Campaign Plan for the Junior Black Fins to perform at the youth Lifesaving World Championships. This role requires an understanding of athlete development, future thinking, as well as understanding what it takes to perform at the elite level.

Leadership

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

Communication

The Youth Lead will be able to 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 Youth 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 Youth 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 and beyond as potential open athletes. The Youth Campaign Lead will oversee that athletes develop a meaningful individual development 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 Youth 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 NZ Selectors may co-opt the Youth Campaign Lead to the panel. The Youth Campaign Lead is responsible for communicating and consulting with the NZ Selectors about athletes and potential team strategies for the LWC, to inform the athlete and team selection process.

SLSNZ HP System Development

The Youth Campaign Lead is part of a wider HP Team and therefore will 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:

- Peak performance of Junior Black Fins at LWC
- 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 successful experience coaching youth high performance athletes at the national and international level
- Demonstrated understanding of youth and development athlete physical, mental, emotional and environmental needs
- Demonstrated experience leading a positive, holistic and performance enabling team culture
- Literacy and experience with the ILS Lifesaving World Championships
- Support and comply with SLSNZ constitution, relevant policies and processes

Highly Desirable

- In-depth understanding and application of the principles of coaching, sports science, medicine (and other athlete performance support) and technology within a high performance programme
- A Performance Surf Coach (or equivalent) Qualification
- Wide range of advanced surf sports and skill specific knowledge
- Ability to identify competitive opportunities within the international lifesaving environment

Essential knowledge and skills

- Exceptional and proactive interpersonal and communication skills
- Demonstrated team leadership skills in a high pressure sport environment
- Demonstrated ability to think strategically
- 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
- 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

Athlete selection to the SLSNZ High Performance squad following a selection process during a defined selection period. Announcement of pool rescue selections 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 Youth 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](#).