

Job Description



TITLE OF POSITION:	NZC U19 Bowling Coach
POSITION TYPE:	Fixed Term Contract
TEAM:	New Zealand U19
REPORTS TO:	Head of High-Performance Development
LOCATION:	As require by the programme
DATE ESTABLISHED:	January 2019

<p>AIM OF NEW ZEALAND CRICKET</p> <p>Cricket will be a game for all New Zealanders; a game without barriers – a game that can be played anywhere, by anyone. Whatever the individual circumstances, Kiwis will be given every reason to celebrate and engage with cricket as their game, for life.</p> <p>A High-Performance culture, underpinned by quality people, systems and facilities will produce winning BLACKCAPS and WHITE FERNS that inspire the nation and represent the best of New Zealand’s values and culture. Cricket will be one family, built on a sustainable financial model, and with a quality and consistency of governance that nurtures the game at Community level and provides pathways towards success on the international stage.</p> <p>NZC will take a global approach and perspective to all our activities for the betterment of the game in New Zealand. With around seventy employees plus a number of seasonal contractors, we’re based across the Lincoln High Performance Centre in Christchurch and the Auckland Support Services Office. We’re a passionate and enthusiastic team committed to living and breathing our core Values:</p> <ul style="list-style-type: none"> • Inclusivity • Respect • Tenacity • Optimism • Fun

<p>PURPOSE OF THE POSITION</p> <p>The role of the U19 Bowling Coach is to lead the U19 bowling programme. To develop the current age group bowling talent pool. To develop bowling specific, individual and team plans. Deliver hands on coaching in practice and in competition.</p>

TASK DESCRIPTION (Prime Responsibilities)		
Key Task:	Competency	Expected Outcome:
Lead the U19 Bowling Programme	Planning	<ul style="list-style-type: none"> • Has a clear Vision for the bowling strategy for the Campaign Plan • Has a values-based philosophy in developing, promoting and selling the plan • Has Clarity of Purpose – ‘What are we aiming to achieve, Where are we going?’ • Knows what it takes to perform – identifies gaps in performance • Planning and plans align with NZC/MA board objectives
	Managing People	<ul style="list-style-type: none"> • Has the capability to have honest and clear conversations • Holistic understanding of people (Hauroa - cultural/spiritual/physical wellbeing) • Ensures their own Physical well-being and mental health • Empowers players to perform in their roles • Has effective performance management systems in place
	Player Squad Development	<ul style="list-style-type: none"> • Supports the Head Coach in promoting a Values based culture • Develops player and team/squad self-sufficiency with respect to bowling • An environment of enjoyment and fun is evident
Coaching	In Training	<ul style="list-style-type: none"> • Clear structure and purpose for bowling in training sessions. • A Coaching Plan is evident that incorporates technical and tactical components and feedback processes • Coaching is player centered and based on the IPP and player needs • The session(s) allow the players to be self-reliant and have ownership of own game • Plans simulation/train to play/high intensity/competitive sessions requiring player decision making

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TASK DESCRIPTION (Prime Responsibilities)		
Key Task:	Competency	Expected Outcome:
		<ul style="list-style-type: none"> • Able to adapt session(s) in the moment as circumstance may require • Has a process in place to be able to reflect on the session and coaching effectiveness
	In Competition	<ul style="list-style-type: none"> • The Bowling Coach adapts coaching/plan as game evolves/changes • The Bowling Coach has the ability to read the team/individuals - knowing when and how to intervene and have robust performance discussions privately/collectively as needed • Coaches/Staff display positive verbal and body language • Helps to create a positive team/dressing room environment • The Bowling Coach has a process for the communication of game plan targets • There are clear player roles in relation to the team plan
Health and Safety		<p>Comply with all workplace health and safety obligations by meeting the requirements of the Health and Safety at Work Act.</p> <p>This includes:</p> <ul style="list-style-type: none"> • following all reasonable health and safety rules and instructions; • taking reasonable care for your own health and safety at work and the health and safety of others; • taking reasonable care that your acts (or omissions) do not adversely affect the health and safety of yourself or others; • co-operating with any reasonable policy or procedure from NZC, including wearing any necessary personal protective equipment and clothing; • reporting any potential or actual risks, injuries, work-related illnesses and incidents (including near misses) so NZC can investigate, and eliminate or minimise harm or risk of harm.

EXPERIENCE, QUALIFICATIONS, SKILLS, KNOWLEDGE REQUIRED:	
Experience & Qualifications	<ul style="list-style-type: none"> • Holds a NZ cricket coaching qualification or Overseas equivalent • Has Cricket sport specific knowledge • Has had playing experience • Has had diverse coaching experiences • Driver's Licence • Must be legally entitled to work in New Zealand
Technical, Tactical & Professional Knowledge and Skill	<ul style="list-style-type: none"> • Applies a Holistic approach across all areas of coaching (physical, mental etc.) • Effective coaching technically and tactically, both at an individual and team level • Has Specialist skill set(s) • Understands each format of the game • Has had practical experience in planning and implementation of individual bowling loads • Understands sports science specific to cricket; including physiology, strength & conditioning, biomechanics, mental skills training, medical management, nutrition and performance analysis
Self-Awareness	<ul style="list-style-type: none"> • Continually seeks feedback from players, coaches, support staff, HP Director and others • Challenges their own coaching ability • Understands the impact their behaviour has on others
Building Trust	<ul style="list-style-type: none"> • Displays empathy • Operates ethically and with integrity • Remains open to ideas • Supports others
Getting the Best out of Others	<ul style="list-style-type: none"> • Understands people needs & maximises their strengths & qualities • Different ways to maximise peoples strengths & personal qualities • Sets challenging performance expectations • Understand that people learn in different ways & uses a variety of approaches & styles • Builds confidence
Making Change Happen	<ul style="list-style-type: none"> • Encourages boundary breaking • Addresses change resistance • Ensures performance improvements are achieved

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PERSONAL ATTRIBUTES:

- Is passionate about cricket
- Commitment to NZC Trademark and culture
- Must be able to travel domestically / internationally and balance work/life priorities
- A flexible attitude to working, willing to work evenings and weekends, understands cricket is a seasonal sport where seasonal variations are required to get the job done

Delegations of Authority	
Capital Expenditure	No
Operational Expenditure	No
Authorisation to hire staff	No
Authorised to sign contracts	No

Relationships	
No. of Staff (direct reports)	NIL
Internal Relationships	U19 Coaching and Support Staff Talent ID Manager/U19 Programme Lead HP Coaching Manager
External Relationships	Specialist Coaches MA Coaches MA HP Managers Players

Signature of Job Holder

Date signed