



TITLE OF POSITION:	WHITE FERNS Head Coach
POSITION TYPE:	Fixed Term, full-time role
DEPARTMENT:	High Performance
REPORTS TO:	GM High Performance Cricket
LOCATION:	Negotiable

<p>AIM OF NEW ZEALAND CRICKET</p> <p>NZC's vision is for cricket to be a game for all New Zealanders; A game for life - A game that can be played anywhere, by anyone. Every day we are working to create an exciting, open and accessible environment that will remove barriers to play, and will help grow our base irrespective of demographics, backgrounds and gender. We are committed to constantly delivering the right kind of products and experiences; in the right way, to all our fans.</p> <p>We have a High-Performance culture, underpinned by quality people, systems and facilities helping to produce winning WHITE FERNS and BLACKCAPS that inspire the nation and represent the best of New Zealand's values and culture. Cricket is one family, built on a sustainable financial model, and with quality and consistency that nurtures the game at all level and provides pathways towards success on the international stage. NZC takes a global approach and perspective to all our activities for the betterment of the game in New Zealand. We are a passionate and enthusiastic team committed to living and breathing our purpose: connecting New Zealanders through our spirit of cricket.</p>
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<p>PURPOSE OF THE POSITION</p> <p>The specific purpose of the WHITE FERNS Head Coach is to lead the overall WHITE FERNS programme and people including the development of the campaign, team and individual plans that develop players and support staff personally and professionally. This will be done through ensuring a culture of high performance that brings our values to life, including:</p> <ul style="list-style-type: none"> • Hands on coaching in practice and competition environments • Leadership and coordination of a wider WHITE FERNS support staff • Performing a selection role on the player selection panel • Integrating and communicating with the wider NZC HP coach network and MA system

PRIME RESPONSIBILITIES	
Responsibilities	Expected Outcome
Leadership	<ul style="list-style-type: none"> • Lead the WHITE FERNS team (including support staff) by example creating a culture and environment, that strives for excellence and provides our people with opportunities to shine • Demonstrate transformational leadership in terms of articulating and imparting, and creating a sense of ownership in team and campaign visions • Demonstrate high levels of strategic planning and operational delivery • Establish the team vision and team values, standards and protocols that fit within the overarching Values and goals of NZC • Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management/support members

PRIME RESPONSIBILITIES

Responsibilities	Expected Outcome
Team development	<ul style="list-style-type: none"> To build a team culture that promotes unity, and a commitment to performance on and off the field: To ensure the coaching unit interacts and communicates optimally with other support staff To interact effectively and positively with NZC's GM of High Performance and other staff to ensure quality player and staff development, and succession planning
Player development	<ul style="list-style-type: none"> To develop international players who will perform at Twenty20 and ODI levels To develop the WHITE FERNS playing style and objectives In conjunction with WHITE FERNS Selectors, to identify and develop players with the necessary skills and attributes to consistently represent New Zealand To ensure individual player performance is enhanced (all in conjunction with Head of Professional Cricket) To assist in the implementation of the Women's Cricket High-Performance Development Strategy A strong connection with MA Coaches and MA player development systems is evident that ensures integrated player development
Health and Safety	<ul style="list-style-type: none"> Provide leadership and direction in matters relating to Health and Safety by understanding and implementing the requirements of the Health and Safety at Work Act, and NZC's policy and procedures. This includes: <ul style="list-style-type: none"> Implementing and maintaining NZC's safe working practices and procedures within your team and leading by example in all areas of health and safety; Ensuring team members understand, and comply with, any reasonable policy or procedure given by NZC; Ensuring team members participate in Health and Safety training, meetings and events when required; Encouraging team members to be actively involved in hazard and risk identification, assessment and control; 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 AND SKILLS

- Proven high-performance coach as demonstrated by previous experience and results
- Previous coaching experience within a female performance environment is desirable
- A strong tactical knowledge of T20 and ODI Formats
- An understanding of the holistic approach to supporting, nurturing and developing high-performance athletes

- Ability to generate, direct and manage the implementation of effective coaching solutions and programmes
- Has the functional and technical knowledge and skills to succeed at the highest level.

QUALIFICATIONS

- NZC Level 3 Cricket Coaching Qualification/NZC High Performance Coaching Programme completion or International equivalent

CORE LEADERSHIP COMPETENCIES

Collaboration	<ul style="list-style-type: none"> • Building cohesive, harmonious teams by valuing and supporting team members, showing and demonstrating empathy, facilitating open dialogue, proactively managing conflict
Vision and purpose	<ul style="list-style-type: none"> • Manages the vision and purpose of the WHITE FERNS unit (inspires and motivates the team, talks about possibilities, is optimistic) • Communicating with confidence and clarity to individuals and groups to gain commitment and a shared understanding
Interpersonal savvy	<ul style="list-style-type: none"> • Builds immediate rapport, understands self, interpersonal and group dynamics, engages input from others constantly and listens with empathy and concern
Managing People	<ul style="list-style-type: none"> • Delivering outcomes through effective motivation and management of others, defining clear objectives and providing an environment that ensures achievement of those objectives through support and development
Decision Making	<ul style="list-style-type: none"> • Assimilating and analysing information from different sources and evaluating the pros and cons of available options before making decision, often in rapidly changing circumstances and environments
Drive for results	<ul style="list-style-type: none"> • Enabling and facilitating the delivery of outcomes with passion and accountability
Innovation and Change	<ul style="list-style-type: none"> • Openness to change and an eagerness to embrace new ideas, processes and improved ways of working

Delegations of Authority

Operational Expenditure	In accordance with NZC Delegations
Authorisation to Hire	No
Authorised to sign Contracts	Yes within delegated authority levels

Responsible For/Relationships:

No. of Staff	TBC
Internal stakeholders	High Performance Unit staff Commercial, Marketing & Communications staff
External stakeholders	<ul style="list-style-type: none"> • MA Coaches • MA HP Managers • Players • NZCPA • Commercial partners and sponsors

