

Job Description



TITLE OF POSITION:	HPSNZ Women in HP Sport Residency Coach
POSITION TYPE:	Fixed Term, Full Time Employee
TEAM:	NZC Women's U19; NZC Women's Development; WHITE FERNS
REPORTS TO:	Head of Women's Cricket
LOCATION:	Negotiable
DATE ESTABLISHED:	October 2019

AIM OF NEW ZEALAND CRICKET
<p>NZC is focused on ensuring that cricket is a game without barriers – a game that can be played anywhere, by anyone. Whatever their individual circumstances, New Zealanders will be given every reason to celebrate and engage with cricket as their game.</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.</p> <p>We're a passionate and enthusiastic team committed to living and breathing our purpose, connecting New Zealanders through our spirit of cricket.</p>

PURPOSE OF THE POSITION
<p>The specific purpose of the Residency Coach position is to enable a high potential female to coach gain experience, be a viable option within the NZC Coach Succession Plan, and also deliver coaching through leading the NZC U19 Women's Programme and Development Programme; and as an Assistant Coach in the WHITE FERNS Programme; To assist to develop campaign, team and individual plans at U19 and Development level; Plan and deliver hands on coaching in practice and in competition; Provide integrated coaching support across the NZC HP elite Women's Programmes; and promote and demonstrate through actions, the NZC HP Coaching Vision, Philosophy and approach.</p>

TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
<i>Leadership of the U19 and Development Programmes</i>	<ul style="list-style-type: none"> • Demonstrate transformational leadership in terms of articulating and imparting, and creating a sense of ownership in team and campaign visions for the U19 and Development Programmes • Demonstrate strategic planning and operational delivery • Establish and/or Maintain 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 members
<i>Team Development</i>	<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 coaching unit interacts and communicates optimally with other support staff • To interact effectively and positively with NZC's Head of High Performance and other staff to ensure quality player and staff development, and succession planning
<i>Player Development</i>	<ul style="list-style-type: none"> • To develop players who will be capable of performing at Twenty20 and ODI levels in the future • To develop the WHITE FERNS playing style and objectives within the U19 and Development Programmes • In conjunction with WHITE FERNS Coaches, 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 High-Performance Development Strategy
<i>Hands on Coaching</i>	<ul style="list-style-type: none"> • Clear structure and purpose to session(s) • A Coaching Plan is evident that incorporates technical and tactical components and feedback processes • Coaching is player centred and based on the IPP and player needs • The session(s) allow the players to be self-reliant and have ownership of their own game • Plans simulation/train to play/high intensity/competitive sessions requiring player decision making • Utilises staff to maximise the coaching session(s) effectiveness • Able to adapt session(s) in the moment as circumstance may require

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TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
	<ul style="list-style-type: none"> Has a process in place to be able to reflect on the session and coaching effectiveness
<i>Health and Safety</i>	<ul style="list-style-type: none"> follows 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.

WORKING EXPERIENCE REQUIRED:
<ul style="list-style-type: none"> Previous coaching experience within a female cricket performance environment

SKILLS, ATTRIBUTES AND KNOWLEDGE REQUIRED:	
<i>Technical Skills (Specific Job Skills)</i>	<ul style="list-style-type: none"> Sound tactical knowledge of one or more 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.
<i>Self-Awareness</i>	<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
<i>Building Trust</i>	<ul style="list-style-type: none"> Displays empathy Operates ethically and with integrity Remains open to ideas Supports others
<i>Getting the Best out of Others</i>	<ul style="list-style-type: none"> Understands people needs & maximises their strengths & qualities Different ways to maximise people's strengths & personal qualities Sets challenging performance expectations Understand that people learn in different ways & uses a variety of approaches & styles Builds confidence
<i>High Speed Learner</i>	<ul style="list-style-type: none"> Is constantly learning and seeking ways to improve Employs Innovative and creative approaches Applies learning in coaching practice to achieve results quickly Targets areas for coaching improvement Has a Growth Mindset

QUALIFICATIONS
<ul style="list-style-type: none"> Holds NZC Level 2 Cricket Coaching Qualification and/or has completed or is in the process of completing the NZC High Performance Coaching Programme; or has International equivalent.

PERSONAL ATTRIBUTES:
<ul style="list-style-type: none"> Skilful communications; ability to listen, analyse and impart High degree of emotional intelligence: awareness of self and other(s)

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PERSONAL ATTRIBUTES:

- Strong sense of empathy, and willingness to show empathy
- Moderate temperament; ability to demonstrate composure and show clarity of thought in often rapidly changing, unexpected and/or challenging circumstances

Delegations of Authority

Operational Expenditure	As per Delegated Authority Levels within NZC Board Manual and Delegated Cost Centre Managers list held by Finance
Authorisation to Hire	No
Authorised to sign Contracts	Yes, but within agreed delegated authority levels for opex and capex.

Relationships

No. of Staff (direct reports)	TBC
Internal Relationships	WHITE FERNS Coaches High Performance Unit staff Commercial, Marketing & Communications staff
External Relationships	MA Coaches MA HP Managers Players NZCPA Commercial partners and sponsors