

POSITION DESCRIPTION

Position title:	International Pathway Lead
Reports to:	General Manager Community and Development
Office location:	Karāpiro, Cambridge
Employment Status:	Full Time Employee
Direct Reports:	Nil

ROWING NEW ZEALAND OVERVIEW

Rowing New Zealand (RNZ) is the national sport organisation (NSO) for all rowing in Aotearoa New Zealand. RNZ has a kaitiaki responsibility for the sport of rowing as well as supporting the delivery of quality experiences for all participants through the pathway at Community (Schools, Clubs, Universities), Development (pathways for athletes and coaches) and Performance (international campaigns including World Championships and Olympic Games).

RNZ's purpose is to create a positive rowing legacy for current and future generations through connection, growth and inspiration.

The outcomes RNZ is seeking are:

- To Connect: RNZ has improved relationships with the rowing community and stakeholders across Aotearoa New Zealand
- To Grow: Rowing New Zealand has a growing and increasingly diverse participation base
- To Inspire: More people are inspired by, and proud of their participation in, and engagement with, rowing.

ORGANISATIONAL VALUES

TRUST TOGETHER - we are one team

- We achieve when we are aligned, inclusive and respectful
- We maintain transparency and fairness through communication across the organisation
- One person's success is everybody's success.

CONTINUAL IMPROVEMENT - we seek to be better

- We are curious and open minded, combining our strong work ethic with innovation to make our organisation a great place to work
- We learn from our mistakes and embrace pressure as a privilege.

ACCOUNTABILITY – own our own outcome

- We act with integrity and take responsibility while holding each other to our standards.

CARE - we are supportive

- We show empathy and understanding for other people in our team
- We respect our peers by valuing their opinions and role
- We converse honestly and kindly. We care about people first.

HONOUR - we are proud to be part of history

- We respect New Zealand's rowing history
- We are humble as we strive to inspire the next generation and our country.

Role Background and Purpose

Background

This is a new role in Rowing NZ. Over the last few years, the number of rowers based overseas who, mainly for study, has increased. The majority of these rowers are in the USA, but a small number are based in other countries.

While RNZ has maintained some contact with these rowers we have not maximised the potential of these rowers for our development and performance campaigns. The commitment to having a dedicated staff member connecting with and supporting these rowers is a positive change for RNZ.

Purpose

- a. To support a better transition for rowers from New Zealand to their overseas universities, and their long-term return to the NZ rowing system
- b. To support New Zealand rowers, achieve their rowing and study goals at overseas universities
- c. To better integrate overseas rowers into RNZ's selection processes and campaigns.

Responsibilities

The International Pathway Lead key responsibility is the implementation and continuous review of a plan to achieve the purpose outlined above.

Key outputs are:

- engage with overseas based athletes, including conducting IDP's with campaign level athletes
- build relationships with overseas coaches and undertake planned visits to where the athletes are based
- oversee the introduction of USA based trials for identified campaigns and where selected, support crews that are USA based
- assist athletes based overseas to meet selection requirements including coordinating their availability and attendance for camps based in New Zealand
- identifying new opportunities for athletes to represent New Zealand
- communicate expectations for athletes based abroad to allow planning (both career and rowing)
- support rowing school leavers in their exploration of study options domestically and internationally, this will include:
 - developing a USA Recruiting Guide
 - developing a NZ University Guide
 - provide education opportunities for athletes, parents, teachers, and coaches to support school leavers in their decision making
- provide guidance and support for transition back into the RNZ system upon return to NZ.

Key Relationships

Internal Relationships	External Relationships
National Pathway Leads	International Universities
Athlete Development Manager	NZ Universities
Elite and Elite Development Coaches	School Coaches
General Manager Performance	Club Coaches
Other RNZ staff as per necessary	Athletes and Parents

Person Profile

The preferred candidate will be a person with a good understanding of the education system in New Zealand and the international university system; have a passion for athlete development and performance and have demonstrated that in a rowing environment; be a connector, a relationship builder and have demonstrated they understand the importance of quality communication.

Experience and Skills

Required Experience

- Experience and knowledge of development level and performance rowing
- Extensive experience in USA/NZ University environments
- Ability to demonstrate an in-depth understanding of the RNZ Long Term Athlete Development Pathway (LTADP)
- Understand the requirements of athletes at age group level representation
- Experience in successfully leading and implementing talent development and/or performance programmes
- Experience in developing positive internal and external relationships with people at all levels including senior management
- Experience in influencing change in attitudes, behaviours, and processes.

Required Skills

- Excellent communication (oral and written) and organisational skills
- Ability to build strong relationships with a large cross section of stakeholders
- Demonstrated record of working effectively in a leadership role, and managing people
- Excellent planning and project management skills
- Ability to prepare plans, implement and manage projects and programmes concurrently
- Strong analytical and problem-solving skills with ability to think 'outside the box'
- IT literacy
- Demonstrated ability in applying a positive and professional approach reflecting RNZ's values
- Operates with integrity and maintains confidentiality when required
- Ability to work weekends and undertake domestic and/or international travel, when required.

Preferred

- Tertiary qualification in sport management / or in Education
- Established network of university/collegiate coaches in NZ and USA.

Personal Attributes

- Results orientated
- Team player
- Consultative interpersonal style
- Displays empathy and understands others
- Has a passion for new learning and applies learning to achieve results quickly
- Composed in stressful situations
- Embraces continuous improvement, seeking and responding positively to feedback
- Honest, high standards of integrity.