

POSITION DESCRIPTION



Position title: U18 Team Coach

Key RNZ contacts: General Manager - Community and Development

- South Island Team – Twizel and Karāpiro
- North Island Team - Karāpiro

Key dates:

- SI Trials: 14-17 April 2023, Twizel
- NI trials: 15-17 April 2023, Karāpiro
- Camp and Competition: 17-20 April 2023, Lake Karāpiro

ROWING NEW ZEALAND OVERVIEW

Rowing New Zealand (RNZ) is the national sport organisation (NSO) for all rowing in New Zealand. RNZ has a kaitiaki responsibility for the sport 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) levels.

RNZ's key purpose is to foster and promote the sport of rowing in New Zealand in all its forms and classifications through:

- Growth in participation and membership
- Delivery of more role models for New Zealand and Rowing
- A strong, healthy, and sustainable organisation
- Continued medal success internationally.

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.

KEY PURPOSE OF THIS ROLE

As a coach of the U18 team, you are introducing rowers to their first New Zealand Rowing team environment with rowers from several programmes. Working collaboratively with your coaching team and the opposition coaching team you are required to provide a safe, enjoyable environment, with a focus on the ability to bring a crew together on and off the water over a short period of time.

KEY FUNCTIONS OF THE ROLE

U18 Team

- To provide leadership and coaching to all athletes in the U18 team
- Work as a collaborative team, both coaching and athletes
- Enable rowers to connect with their crew on and off the water
- To provide technical and tactical coaching to the U18 team
- Understand the Rowing NZ long term athlete development pathway (LTADP) and discuss options available to them after school or connect the rowers to the Athlete Development Lead and Rowing NZ pathway coaches to discuss options after school.

General

- Collaborate with your coaching team, manager and RNZ staff
- Be open when needing assistance and share knowledge with your team
- Committed to on-going personal development and seeing this role as an opportunity to gain experience
- Be willing and open to go beyond just coaching, this role also requires driving vans, assisting with trials, equipment management, day to day panning, managing your team and the other rowers in the team, working cooperatively with the U19 team during trials.

PERSON SPECIFICATIONS

Work Experience:

- Experience in team leadership, co-ordination, and motivation in a rowing environment
- Progressed a school crew or programme showing development of rowers
- Consistent performances with crews producing expected or beyond expected results

Knowledge and Qualifications Desired:

- Undertaken personal development and show a desire to continue to learn
- An understanding of the RNZ LTADP.

Key Competencies and Behaviours Required:

- Be competent in your understanding of how a boat moves and how to bring a crew together on the water
- Good people management skills for effective on water training and off water management
- Strong effective communicator with the ability to build relationships quickly across a broad range of individuals
- Organisational skills to plan, coordinate and deliver a development level programme

- Ability to engage athletes over a short period of time
- Ability to work as part of a team to achieve the best outcome for individual athletes
- Solution orientated with ability to problem solve, innovate, and manage situations as they arise.