

POSITION DESCRIPTION



Position title: U19 Coach

Reports to: General Manager - Community and Development

Location: Karāpiro, Cambridge

Key dates:

- Trials: 15-20 April 2023
- Campaign camp at Lake Karāpiro: 4 June-21 July 2023
- International competition: Paris, France 2-6 August 2023

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

The purpose of this role is to understand the needs of the individual athletes to help them grow, develop, and perform both on and off the water. Through implementing high level coaching strategies, the coach will oversee the U19 athletes supporting them both at a distance, during camps and while travelling to develop the skill set and knowledge of what being a rower for New Zealand means. Holistic understanding of the rowers, age and stage appropriate development and to assist in the pastoral care of the athletes in the programmes is a key role of the coach.

KEY FUNCTIONS OF THE ROLE

U19 Team

- To provide leadership and coaching to athletes in the U19 team
- To holistically plan and monitor rowing programmes in conjunction with the athlete's home/regional coach
- Ensure effective, age-appropriate athlete development, including engaging with athletes on their individual development plans and long-term planning
- To assist with coaching athletes for future Rowing NZ teams, such as growing an understanding of what is required in the RNZ Pathway and future RNZ teams
- To provide technical, tactical and squad coaching to the Rowing NZ programme as part of the U19 team and where applicable other RNZ coaching teams
- To help ensure the effective and co-ordinated use of HPSNZ Support staff
- To contribute to rower and coach interactions regarding the objectives, expectations, programmes, and culture of the U19 programme.

Long Term Rower and Coach Development

- Work with the coaching team to plan and deliver all aspects of the U19 squad including holistic athlete wellbeing, planning, communication, and utilisation of resources
- Understand what is required as an U21 and U23 to assist the U19 rowers in goal setting, appropriate progression, developing good habits, and building relationships with pathway and club coaches
- To drive own learning and continue to develop best practice as a coach from a personal, professional and performance approach.

Performance Targets

- Improve boat speed through technical progression and physiological development between the trials and the final regatta
- Attitude and commitment of coaches and athletes is in keeping with expectations as outlined through team values and goals and connected to the wider RNZ HP strategy
- Successful transition of U19 rowers into the RNZ pathway and older age group teams
- Performance at U19 World Championship regatta aligned to capability of crew
- High levels of athlete buy in to the culture and expectations of the HP programme.

General

- Work collaboratively with your coaching team and manager and make decisions based on what is best for the team
- Be open when needing assistance and share knowledge with your coaching team to get the most out of all athletes in the programme not just your crews

- Committed to on-going personal development, taking advantage of formal and informal learning, then applying skills and knowledge gained on the job to achieve results

KEY RELATIONSHIPS

- General Manager Performance, High-Performance Coaches, National Selection Panel, CEO, Athlete Development Lead, National Pathway Coaches, Coach Development Manager
- All RNZ employees and athletes.

PERSON SPECIFICATIONS

Work Experience:

- Experience in team leadership, co-ordination, and motivation in a rowing environment
- Progressed a school, university or club programme showing development of rowers
- Consistent performances with crews producing expected or beyond expected results
- Show strong team dynamics either as the leader of their coaching group or within a coaching group they are part of
- Prior exposure to the RNZ environment through development camps, U18's or regional development and working with a Rowing NZ pathway coach beneficial.

Knowledge and Qualifications Desired:

- Undertaken personal development in the past two years with proof of experience and learnings that occurred
- Good understanding of the holistic needs of athletes at each stage in the pathway and how to best develop them
- Demonstrated the ability to plan ahead to meet long term goals
- Recognises and values the expertise of others to help form plans or make decisions
- Strong effective communicator with the ability to build relationships across a broad range of individuals.

Key Competencies and Behaviours Required:

- Organisational skills to plan, coordinate and deliver a development level programme
- Ability to work with an interdisciplinary support team
- Ability to bring a crew together over a short time period
- Ability to work as part of a coaching team to achieve the best outcome for individual athletes and the programme
- Solution orientated with ability to problem solve and manage situations as they arise.