

## POSITION DESCRIPTION



Position title: U21 Coach

Reports to: General Manager - Community and Development

Location: Karāpiro, Cambridge (plus potential regional based camps TBD)

Key dates:

- Trials: 20-24 February 2023
- Campaign camps TBC: *9-15 April, 13-21 May, 28 June-8 July 2023*
- Racing against Australia: Lake Karāpiro, 27-29 July 2023

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## 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 U21 athletes supporting them both at a distance and during camps to develop the skill set and knowledge of what being a rower for New Zealand requires. Holistic understanding of the rowers University and other commitments and their long-term aspirations are an important requirement for this team.

## **KEY FUNCTIONS OF THE ROLE**

### **U21 Team**

- To provide leadership and coaching to athletes in the U21 team
- To holistically plan and monitor rowing programmes in conjunction with the athlete home/regional coach
- Ensure effective, age-appropriate athlete development, including engaging with athletes on their individual development plans and long-term planning
- To coach athletes in a way that prepares them for future Rowing NZ teams, such as growing an understanding of what is required at U23 level and how to lead their own development in their daily training environment
- To provide technical, tactical and squad coaching to the Rowing NZ programme as part of the U21 and where applicable other RNZ coaching team
- Start to connect the HPSNZ Support staff and promote education for the rowing team that extends beyond the campaign and can be applied in their daily training environment
- To contribute to rower and coach interactions regarding the objectives, expectations, programmes, and culture of the U21 programme.

### **Long term rower and coach development**

- Work with the coaching team to plan and deliver all aspects of the U21 campaign including holistic athlete wellbeing, planning, communication, and utilisation of resources
- Enable athletes to develop and apply skills required across all four pillars of development (physical, technical, holistic, self-leadership) that prepare them for training and competition at a higher level
- Understand what is required as an U23 to assist the U21 rowers in goal setting, appropriate progression, developing good habits, and forming 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 perspective.

### **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 LTADP
- Successful transition of U21 rowers into the U23 team
- Performance at Trans-Tasman 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 and how to engage athletes effectively between camps
- Be open when needing assistance and share knowledge with your staff team to get the most out of all athletes in the whole programme
- 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:**

- Prior experience in coaching a NZ national representative team or regional team preferred but not required
- Experience in team leadership, co-ordination, and motivation in a rowing environment
- Progressed a club, university or school 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
- Experience coaching post school age rowers is beneficial.

### **Knowledge and Qualifications Desired:**

- Undertaken personal development in the past year with proof of experience and learnings that occurred
- Good understanding of the RNZ LTADP
- 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 engage athletes at a distance
- Ability to work as part of an interdisciplinary team to achieve the best outcome for individual athletes and the programme
- Solution orientated with ability to problem solve, innovate and manage situations as they arise.