

## POSITION DESCRIPTION



Position title: U23 Coach

Reports to: General Manager - Performance

Location: Karāpiro, Cambridge

Key dates:

- Trials: 20-24 February 2023
- Campaign camp at Karāpiro: 17 April-7 July 2023
- International competition: Plovdiv, Bulgaria 19-23 July 2023

Employment Status: Contract

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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.

## **OVERVIEW OF THE HIGH PERFORMANCE TEAM**

The High-Performance team is instrumental in the delivery of programmes which support the development and selection of athletes who represent New Zealand at international level rowing competitions. The HP Programme is supported through our partnership and major funder, High Performance Sport New Zealand (HPSNZ), with key Athlete Performance Support personnel working directly within our programme with coaches and athletes.

The core international competitions that are of immense importance to the Rowing New Zealand High Performance programme are the Olympic Games (held every four years) and Senior World Championships (held each year). Our Elite team also competes in the Rowing World Cups series (and other international events) to gain international competition prior to pinnacle event each year.

The High-Performance team are also involved in the selection of developing athletes to compete in the U23 World Rowing Championships, World University competitions, U21 Trans-Tasman competition and the U19 World Rowing Championships each year.

This team covers all areas of high performance from logistics to wellbeing.

## **KEY PURPOSE OF THIS ROLE**

As an U23 Coach you will operate as part of a collaborative coaching team and be selected to coach a crew and wider squad. The purpose of this role is to lead the campaign and development of the crew to perform at the pinnacle event. Key considerations include the needs of the individual athletes to help them grow, develop, and perform both on and off the water, while developing the crew as a whole. Through implementing high level coaching strategies, the coach will oversee the U23 athletes supporting them to develop the skill set required to perform on the world stage and understand what it takes to manage life as a high performing rower.

## **KEY FUNCTIONS OF THE ROLE**

### **U23 Team**

- Work within the U23 coaching team to provide leadership and coaching to athletes selected to this team.
- Lead the development of your allocated squad or crew to peak performance at the pinnacle event.
- Holistically plan and monitor rowing programmes in conjunction with the HP team.
- Ensure effective, age-appropriate athlete development, including engaging with athletes on their individual development plans.
- Provide technical, tactical and squad coaching to the Rowing NZ programme as part of the U23 and wider HP coaching team.
- To help ensure the effective and co-ordinated use of HPSNZ Support staff, embedding the lessons into daily training and routines
- To coach athletes in a way that prepares them for future Rowing NZ teams, such as growing an understanding of what is required at Elite level and how to lead their own development in their daily training environment.
- Contribute to rower and coach interactions regarding the objectives, expectations, programmes, and culture of the U23 programme.

## **Performance Targets**

- Athlete satisfaction with the U23 team programming and levels of communication with Rowing NZ and pathway coaches.
- Attitude and commitment of coaches and athletes is in keeping with expectations as outlined in the RNZ HP Strategic Plan.
- Successful transition of U23 rowers into Elite Development Squad.
- Performance at World Championships aligned to capability of crew
- High levels of athlete buy in to the culture and expectations of the HP programme.

## **General**

- To drive own learning and continue to develop best practice as a coach from a personal, professional and performance approach.
- To mentor and develop coaches working with RNZ age group and pathway athletes.
- Keep record of the training programme and data, through macro plan of campaign, adjustments, and coach reflections

## **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.
- Experience in team leadership, co-ordination, and motivation in a rowing environment.
- The ability to coach medal winning crews at international competition.

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

- Undertaken personal development in the past year with proof of experience and learnings that occurred.
- Demonstrated ability to identify and develop athletes within a high-performance environment.
- 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 high-performance programme.
- Ability to lead an interdisciplinary support team.
- Ability to work as part of a coaching team and wider 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.