August 2025

ROWING NEW ZEALAND

Rowing NZ Coach Selection guidelines

Rowing NZ selects coaches for the following teams:

Development Teams	Performance Teams
U18 Nth V Sth	U19 World Championship Team
U19 B Development Team	U23 World Championship Team
U22 North & South	World University
	Elite Team
*There may be further Development Team opportunities arise which will follow the same process outlined below	* The above teams include Coastal teams for U19 and Elite

1.0 **The Coach Selection panel** shall have the right to make both objective and subjective assessments in making their decisions and to weight each assessment on a case-by-case basis, without in any way creating any form of precedent relevant to the determination of any later case. Rowing NZ General Manager of High Performance reserves the right to the final decision.

1.1 Selection process

1.1.1 Coaches will apply for the teams they are interested in coaching by the closing date provided

1.1.2 Coaches will provide a formal CV of no more than two pages outlining their skillset and experience across both rowing and other career positions

1.1.3 Coaches will be shortlisted via a Rowing NZ Coach Selection Panel consisting of at least three people per team with experience in higher level coaching, athlete development and coach development

1.1.4 Coaches will be invited to interview and expected to present to the panel a pre-prepared question sent by the panel

1.1.5 Coaches reapplying for the team they have been in the previous year will not be reinterviewed due to the fact they would have been through a recent review process

1.1.6 Coaches who have coached an RNZ team and are applying for a different RNZ team will be interviewed if the panel deems them a coach suitable for coaching the team they have applied for

1.1.7 Coaches will receive feedback at the completion of the interview process

2.0 To be selected

2.1 Rowing NZ considers (but not limited to) the following areas, when looking to select coaches

2.2 High priority:

2.2.1 Consistently achieving medal performances at Maadi or Nationals with a preference to those getting medals in the age groups closest to the age group and ability level they are applying for

2.2.2 Coach consistently transitions rowers from their programme into RNZ teams with preference to the team they are applying for

2.2.3 Align the coach with the level of rower they are working with to the team they are applying for to the best of our ability and based on the coaches suitability (e.g. U18 school coaches for U19 team, club coaches for U23)
2.2.4 Align the coach in the first instance with their preferred discipline to enable the coach to have the best experience and success (e.g. proven men's sweep coach with a men's sweep crew).
2.2.5 Shows high standards, communication skills and professionalism
2.2.6 Experience, behaviours and achievements of prior RNZ coaching involvement

2.3 Considerations given to:
2.3.1 Compatibility with coaching team and athletes
2.3.2 Growth of programme they are in – increase in rower numbers, rower and coaching team retention, progression of crews across ages and disciplines making finals
2.3.3 Coach seeks development and feedback as well as understanding of RNZ environment
2.3.4 Location of coach aligned with rowers may be a factor
2.3.5 Potential for the future

3.0 Once selected, coaches are expected to:
3.1 Attend touch points throughout the year
3.1.1 Assessment camps
3.1.2 Team trials
3.1.3 Induction and planning days
3.1.4 1:1 discussions and Professional Development Plan (PDP) development
3.1.5 Team review

3.2 Complete or have an up to date
3.2.1 Police Vetting
3.2.2 Child Protection certificate
3.2.3 Power Boat Safety Driver certificate
3.2.4 First aid certificate

3.3 Complete professional and personal development
3.3.1 RNZ expects coaches to continue to up skill through informal and formal pathways
3.3.2 RNZ will support coaches where suitable to attend development opportunities
3.3.3 Coaches are expected to be self-led in their development and show actions and learnings in coaching

4.0 Selection of the elite coaching team may differ from the above and is at the discretion of the RNZ senior leadership team.