POSITION DESCRIPTION

Position title: U18 Team Coach

Key RNZ contact: Coach Development Manager

Location:

- **South Island Team:** Twizel
- **North Island Team:** Karāpiro & Twizel

Key Dates:

- **South Island Trials:** 11-13th April 2027 (Twizel)
- **North Island Trials:** 10-12th April 2027 (Karāpiro)
- **Camp:** 13–15 April (travel to Twizel on 14th for North Island team)
- **Competition:** 16–17 April 2027 (Lake Ruataniwha, Twizel)

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

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.

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.

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 U18 Coach introduces young athletes to their first New Zealand Rowing team environment, bringing together rowers from multiple programmes. The role focuses on creating a positive, motivating experience that connects athletes on and off the water, fosters enjoyment, and builds readiness for future representation. Coaches are expected to quickly form cohesive crews and deliver a strong performance at the regatta, while maintaining a supportive and engaging environment that encourages continued involvement in the sport.

KEY FUNCTIONS OF THE ROLE

Programme Leadership & Athlete Development

- Lead and coach an U18 team through trials, camp, and competition
- Combine rowers effectively in a short timeframe, building crew connection and cohesion
- Introduce athletes to higher-level rowing while maintaining enjoyment and motivation
- Connect athletes with RNZ pathway coaches and development staff to explore future opportunities

Team Collaboration & Logistics

- Work collaboratively with your coaching team, opposition coaches, and RNZ staff
- Share knowledge, be open to learning, and contribute to a supportive team environment
- Assist with logistics including equipment management, van driving, and day-to-day planning
- Provide equipment for trials and regatta as required

PERSON SPECIFICATIONS

Experience:

- Experience in team leadership, coordination, and motivation in a rowing environment
- Proven ability to progress school crews or programmes, showing athlete development
- Consistently delivers podium performances in U17 and U18 age groups at Maadi Cup and North/South Island Secondary School Championships

Knowledge, Skills and Competencies:

- Understanding of RNZ's pathway plan including the Picture of Performance for athletes
- Strong technical knowledge of boat movement and crew dynamics
- Effective communicator and collaborative team member with strong people management skills, ensuring alignment across the campaign team.
- Organised, adaptable, and solution-oriented
- Able to engage athletes quickly and build rapport
- Committed to personal growth and open to feedback and learning