POSITION DESCRIPTION

Position title: U19 Development Team Coach

Reports to: Athlete Development Manager

Location: Karāpiro, Cambridge

Key dates:

- Assessment Camp (Twizel or Karāpiro):14 – 16th December 2026
- Trials (Karāpiro): 6 – 9th August 2027
- Campaign camp at Lake Karāpiro: 6th – 12th September 2027
- International competition: Los Angeles, USA 18th – 20th September 2027
- Team review day (Karapiro): October - Date TBC

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

To coach and lead multiple crews through their first international campaign, developing the rowers across multiple boat classes and race against international competition. This includes:

- Supporting athlete development both on and off the water.
- Implementing high-performance coaching strategies.
- Providing pastoral care and fostering a strong team culture.
- Preparing athletes for future progression within the RNZ pathway.

KEY RESPONSIBILITIES

Performance Coaching

- Crews expected reach A-finals at the U19 International Regatta Challenge, with majority of them medalling.
- Accountable for leading and coaching athletes through all phases of the campaign, including remote pre-camp training, and maintain effective collaboration with fellow coaches to support athlete development.
- Educate athletes on training and racing expectations and RNZ pathway plan.
- Collaborate with HPSNZ support staff to optimise athlete development.
- Provide technical, tactical, and coxswain development and squad coaching across the whole squad.

Off-Water Leadership

- Assist with pastoral care during camps, including study support, transport, and promoting healthy habits.
- Stay connected and follow up with rowers regularly while training remotely.
- Work collaboratively with RNZ staff and team management.
- Share knowledge and seek support when needed to benefit all athletes.
- Uphold and model RNZ values in all interactions.

Performance Targets

- Prepare crews with the expectation of A-final performance, aiming for medal contention in line with crew capability
- Demonstrate progression against RNZ Picture of Performance attributes from trials to regatta, specifically boat movement capabilities and consistency, and physical capabilities.
- Strong athlete and coach alignment with RNZ values and HP strategy.
- Successful athlete transition into RNZ pathway and older age group teams.
- High athlete engagement with team culture and expectations.

Athlete and Coach Development

- Demonstrate progression of athletes against all areas of the RNZ Picture of Performance (specifically ambition and attitude).
- Build a team culture of commitment, accountability, and continuous learning.
- Take ownership of your own development, engaging in ongoing learning to evolve your coaching practice.
- Recognise coaching as a long-term journey, requiring reflection, adaptability, and collaboration

PERSON SPECIFICATIONS

Work Experience:

- Proven success coaching medal-winning crews at U18 level (e.g., Maadi).
- Leadership and coordination experience in a rowing environment.
- Track record of developing athletes from school programmes into RNZ teams.
- Strong team dynamics and collaboration within coaching groups.
- Prior involvement with RNZ camps or development programmes preferred.

Knowledge and Qualifications Desired:

- Evidence of recent personal development and application of learnings.
- Understanding of athlete needs across the development pathway and Picture of Performance.
- Ability to plan strategically and work collaboratively.
- Strong communication and relationship-building skills.
- High level of rigging ability recommended.

Key Competencies and Behaviours Required:

- Effective communicator and team collaborator.
- Strong organisational and planning skills.
- Ability to unite and lead a crew over a short campaign.
- Adaptable, solution-focused, and resilient under pressure.

KEY RELATIONSHIPS

- Direct relationships: Athlete Development Manager, Domestic and International Pathway Leads, Coach Development Manager, U19 coaching team
- Other relationships: Athlete Performance Lead, General Manager Performance, Selection Panel, Elite coaching team, CEO
- Training support: HPSNZ support staff