POSITION DESCRIPTION

Position title: World University Coach

Location: Regionally based

Reports to: Athlete Development Manager

Key dates:

- Trial 1 Twizel: 28th March 2027 (open trial)
- Trial 2 Karapiro 16-17th April 2027 (invite only)
- Campaign camps: Regional camps organised by team coaches.
- 2027 World University FISU Games: Chungcheong, South Korea 2-4th August 2027

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 World University Coach leads a high-performance campaign for university-enrolled athletes who are at or near U23 level, including those who have aged out or narrowly missed U23 or elite team selection. The coach will manage a small, focused team—typically in small boats—while remaining regionally based. With support from Rowing NZ and access to APS services (e.g. training programmes, S&C), the coach will guide athletes through a high-standard campaign that prepares them for future U23 or elite team selection.

KEY FUNCTIONS OF THE ROLE

Programme Leadership and Athlete Development

- Lead and coach a small team of university athletes, focusing on small boat development
- Collaborate with athletes' home coach (where applicable) to ensure continuity and progression
- Deliver hands-on coaching locally and during camps
- Support athletes holistically, considering academic and personal commitments
- Plan and manage all aspects of the campaign including training, travel, wellbeing, and communication
- Connect athletes with RNZ APS support and promote education that enhances their daily training environment
- Connect regularly with RNZ Athlete Development Manager and Domestic Pathway Lead to remain connect and update any athlete needs or concerns

Performance Focus

- Demonstrate progression against RNZ Picture of Performance attributes from trials to regatta, specifically boat movement capabilities and consistency, and physical capabilities
- Prepare athletes for U23 and elite-level standards, benchmarks, and expectations
- Ensure strong athlete and coach buy-in to high-performance behaviours and team culture
- Achieve performance outcomes aligned with crew capability – selection is based on potential to make an A Final at the World University Championships
- Support successful transitions into U23, elite teams, or summer squads
- Utilise RNZ support services (e.g. S&C, training programmes) to enhance athlete development
- Lead open discussions with RNZ staff to assess expertise and apply insights that improve athlete progression

Coach Development and Collaboration

- Work collaboratively with RNZ staff and other coaches to maximise athlete outcomes
- Share knowledge and seek support when needed to strengthen the programme
- Commit to ongoing personal and professional development, applying best practices in coaching.
- Demonstrate leadership in applying RNZ standards and fostering high-performance coaching behaviours

PERSON SPECIFICATIONS

Experience:

- Coaching experience at club, university, or national representative level
- Proven ability to lead and develop high-performing crews
- Strong team dynamics and leadership within coaching environments

Knowledge, Skills and Competencies:

- Deep understanding of athlete development across RNZ's pathway
- Strong planning, communication, and relationship-building skills

- Ability to coach and engage athletes both in person and remotely
- Organised, collaborative, and solution-oriented
- Committed to personal growth and continuous improvement
- Familiarity with RNZ benchmarks, standards, and expectations for high-performance athletes and coaches

KEY RELATIONSHIPS

- Rowing NZ Athlete Development Manager, Domestic Pathway Lead, and Coach Development Manager
- UTSNZ and local university staff, support services and rowing clubs