

JOB DESCRIPTION

POSITION TITLE: New Zealand Junior Black Sox Assistant Coach

REPORTS TO: Head Coach / High Performance Manager

DATE WRITTEN: February 2012

The New Zealand Junior Black Sox softball program focuses on the New Zealand junior Black Sox squad and team in terms of preparation and development for International Competition. The position holder delivers coaching and other benefits to selected athletes through a camps programme and a series of domestic competitions and international tours. The successful applicant will also play a role in determining the programme of events for this team. The successful applicant will report to the Softball New Zealand High Performance Manager and to the NZ Junior Black Sox Head Coach, and is subject to an annual appraisal and review.

A. PRIMARY JOB PURPOSE

The role of the New Zealand Junior Black Sox Assistant Coach is to:

- Assist in the implementation of coaching and development programmes that provide the correct preparation and planning for the World Championship.
- Assist the Head Coach to ensure that all members of New Zealand junior's team attain maximum skill levels and are totally prepared, mentally and physically, for the World Championship.
- Assist the Head Coach to ensure that all members of the New Zealand junior's squad attain maximum skill levels and are totally prepared, mentally and physically, to assist with the development of the junior men's game in New Zealand
- Along with other team management, implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand Team performance.

B. JOB RESPONSIBILITIES

- Assist in the recommendation of sufficient international competition to develop team cohesion and ability at the highest level.
- In conjunction with the Head Coach, prepare strategies and tactics to compete against all varieties of international competition.
- Identify coaching resources that will be beneficial to the team and individual performance.
- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance.
- In conjunction with the Head Coach, establish and monitor individual skills programmes for each athlete.
- In conjunction with the Head Coach monitor and review any Sport Science and Sport Medicine programmes undertaken by athletes and take any action required to maximise the value of the programmes.

- Provide and conduct a series of skills clinics at National and Regional level as directed by the head coach.
- In conjunction with the Head Coach, monitor and review each team member's performance on a regular basis as directed.
- Maintain a regular dialogue with the Head Coach, Team Manager and other support personnel.
- Ensure a detailed knowledge and understanding of Softball New Zealand Policies relating to national teams, including but not limited to the Softball New Zealand Selection Policy.

C. ISSUES AND CHALLENGES

- Keeping abreast of state of the art initiatives in softball and athlete preparation;
- Significant domestic and international travel;
- Ability to operate in a frequently changing environment and to act unsupervised;
- Maintain communication links with all key stakeholders.

D. DECISION MAKING AND ACCOUNTABILITY

- Identification of talented players including the completion of player profiles for the talent identification database and making recommendations to national selectors;
- Assessment of on-going performances and assisting in the selection of players to various teams;
- Decisions relating to the overall technical direction of the program.

F. KEY PERFORMANCE INDICATORS

The performance of the New Zealand team at international competition as determined by the High Performance Manager and Head Coach;

- Improvements of athletes skill, strength, fitness and technical/tactical appreciation of softball;
- Holistic development of athletes (sporting, personal, career and educational);
- Identification and use of state of the art initiatives in the program;
- Feedback from Softball New Zealand (annual appraisal) and regional softball associations;
- Athlete development of positive attitudes to training, competition and lifestyle.

G. JOB HOLDER REQUIREMENTS

The primary requirement in selection for the Assistant Coach position is suitable experience either as a coach or player, preferably at international level.

- Completion of an appropriate level of Softball NZ Coach Accreditation.
- Relevant tertiary qualifications are desirable
- Coaching or playing experience at international level.
- Experience in preparing softball players at a provincial level
- Knowledge of the New Zealand High Performance sporting environment;
- Understanding of the standards and demands of national / international level sport;
- Capacity to identify and select potentially elite athletes;
- Understanding of the concepts of Sports Science/Sports Medicine and the ability to incorporate them into training programs;
- Success in managing individual differences and group dynamics;
- Sound financial, interpersonal, communication and administration skills;
- Time management skills, an acceptance of irregular and long hours of work, and capacity to travel domestically and overseas for extended periods.
- An innovative and energetic style;

Please send completed applications to:

Mitch Farnell

National Team Coordinator

Softball New Zealand

Mitchell@softball.org.nz

Or

PO Box 30 322, Lower Hutt, 5040

Applications close February 17 2012 at 5pm.