



JOB DESCRIPTION

POSITION TITLE: New Zealand Developing Sox (Girls) Head Coach
REPORTS TO: GM – High Performance
DATE UPDATED: May 2024



The New Zealand Developing Sox Teams are part of the Softball New Zealand (SNZ) development pathway and in line with the junior and senior high performance programmes. The key focus for the Developing Sox programmes is the preparation and development of under 15 athletes toward future winning performances for the senior national men's and women's teams on the international stage.

The Developing Sox Head Coach in conjunction with the greater high performance programme will lead the planning, coaching and support to selected athletes culminating in a number of regional camps, capture of baseline data and a monitoring programme, squad and team selections for in-country and possible Trans-Tasman international competitions to be determined between the successful applicant and Softball NZ.

1. PRIMARY JOB PURPOSE

The role of the Softball New Zealand Developing Sox Team's Head Coach is to:

- Ensure a training programme appropriate for the continued development of the athletes selected as members of the New Zealand Developing Sox squad / team,
- Prepare and coach the New Zealand Girls Developing Sox squad / team and,
- Culture & Leadership; This has emerged as one of the key priorities of the programme,
- Develop future leaders, environment that encourages and supports performance development,

2. JOB RESPONSIBILITIES

- In conjunction with the Assistant Coach, prepare strategies and tactics for the team,
- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance,
- Ensure that all members of New Zealand Girls Developing Sox squad / team attain maximum skill levels and are totally prepared, mentally and physically,
- Attend and coordinate coaching camps within the regional development and preparation of players, prior to the any in-country or possible Trans-Tasman international competition,
- Maintain a regular dialogue with the Assistant Coach, Team Manager and support personnel, Lead and manage a group of Team Officials as appointed,

- Liaise with the appropriate Regional Associations coaches and Regional Softball Associations in the supervision of programmes specifically set up for members of the squad,
- Hold the position of Convenor of Selectors, in compliance with the national selection policy and framework, Liaise with the High-Performance GM in all matters concerning programme schedule,
- Have a detailed knowledge of the Softball New Zealand Media Policy and other policies designed in support of New Zealand teams,
- Prepare a report to the GM High-Performance at the conclusion of any regional / national camps and/or competitions, and prepare a full report to the Softball NZ CEO at the conclusion of any pinnacle or international event.

3. ISSUES AND CHALLENGES

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

4. DECISION MAKING AND ACCOUNTABILITY

- Identification of talented players and recommendations to the New Zealand selectors,
- Assessment of on-going performances and assisting in the selection of players for various games,
- Decisions relating to the overall technical direction of the programme.

5. JOB DIMENSIONS

- Management of Assistant Coach(s), specialist coaches and sport science personnel from time to time.

6. KEY PERFORMANCE INDICATORS

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

7. JOB HOLDER REQUIREMENTS

- Progression through the Softball NZ coaching accreditation programme,
- A minimum of 2 years' experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball,
- Understanding of the standards and demands of national / international level sport,
- An innovative and energetic style,
- An understanding and empathy for the needs of elite athletes,
- Demonstrated success in managing individual differences and group dynamics,
- The ability to work as part of a team.

8. REMUNERATION

This position is not remunerated and all reasonable expenses when in camp and on tour will be met by Softball New Zealand.