

JOB DESCRIPTION

POSITION TITLE: Head Coach New Zealand Junior Black Sox Men's Team
REPORTS TO: Softball NZ CEO
DATE WRITTEN: February 2024



The Softball New Zealand Junior Black Sox programme focuses on the preparation and development of under 18 male players. This job holder in conjunction with the greater high-performance programme will lead the planning, coaching and support to selected athletes through the programme of camps, domestic competitions, culminating in an international programme to be determined between the successful applicant and Softball NZ.

The major focus of the programme is the preparation of the Junior Black Sox squad / team for junior international events including the next WBSC U18 Men's World Cup Group Stage qualifier tournament, and WBSC U18 Men's World Cup.

A. PRIMARY JOB PURPOSE

The role of the Junior Black Sox Head Coach is to:

- Work closely under the direction of Black Sox Head Coach to develop players capable of playing at an international Black Sox level.
- Integrate with the Black Sox programme an advanced training programme appropriate for the continued development of the athletes selected as members of the Junior Black Sox squad / team targeted at identified international events.
- Prepare and coach the Junior Black Sox team and,
- Lead and manage a group of Team Officials as appointed.

B. JOB RESPONSIBILITIES

- Work with the Black Sox Head Coach, Major Sox Head Coach, providers, and leadership to the formulation of technical programme in the sports science disciplines for the squad or team.
- Liaise with the Black Sox, Associations men's coaches and in the supervision of programmes specifically set for members of the squad.
- Recommend to the CEO programmes of competition and preparation, including international competition for the squad.

- Prepare programmes and attend and lead camps for the squad.
- Liaise with the High-Performance Lead in all matters concerning programme schedule for the squad and team, lead the selection panel for the selection of players for the squad and team.
- Adhere with the requirements of the Softball New Zealand Policies concerning New Zealand teams.
- Utilise the resources of the appointed Team Officials in preparing the squad / team.
- Recommend to the Black Sox Coach, SNZ High-Performance Lead and CEO in the creation of specialist roles not already filled among the Team Officials and assist with role descriptions for those roles.
- Prepare a full report to the CEO at the conclusion of every series of games in international competition.
- In conjunction with the Black Sox Coach, and High-Performance Lead initiate specific programmes for athlete development in the areas of playing skills, team building and other facets of team preparation supplementary to the programme in the men's high-performance programme.

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.
- Maintain communication links with all key stakeholders.

D. 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 to various teams.
- Decisions relating to the overall technical direction of the programme.

Note: SNZ have overall responsibility and accountability of the High-Performance Budget.

E. JOB DIMENSIONS

- Management of assistant coach, specialist coaches and sport science personnel.
- Manage the programme in conjunction with Junior Black Sox Management and SNZ.

F. KEY PERFORMANCE INDICATORS

- Successful performance at the WBSC U18 World Cup Group Stage qualifier and WBSC U18 World Cup.
- Develop athletes capable of playing at a senior international level.
- Improvements of athlete's 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 programme.
- Feedback from Softball New Zealand (annual review).
- Athlete development of positive attitudes to training, competition and lifestyle.

G. JOB HOLDER REQUIREMENTS

The primary requirement in selection for the Head Coach position is demonstrated success as a coach, appropriate experience in the holistic development of players, programme management and leadership.

- Proven ability and experience in elite softball coaching and performance expertise – a track record of sustained youth representative, senior club and or international success and impact.
- Leadership/management of high-performance team and staff in a softball environment.
- Delivery against strategic and operational objectives.
- Evidence of partnership working and impact – working with partners to ensure success and benefit for athletes and support coaches.
- Performance programme design, delivery and integration for athletes across the performance pathway.
- Evidence of an inter-disciplinary way of working.