



JOB DESCRIPTION

POSITION TITLE: New Zealand Junior White Sox Head Coach
REPORTS TO: Softball NZ CEO
DATE WRITTEN: September 2019



The New Zealand Junior White Sox (JWSX) are part of the Softball New Zealand (Softball NZ) player pathway and in line with senior high-performance programmes.

The key focus for the JWSX programme is the preparation and development of under 18 athletes toward future winning performances for the junior and senior national women's team on the international stage.

The JWSX 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 camps including; the Oceania Qualifier in Australia February 2020, the WBSC Junior Women's 2020 U-18 World Cup (Date TBC) and the following WBSC U-18 World Cup proposed for 2022.

A. PRIMARY JOB PURPOSE

The role of the JWSX Head Coach is to:

- Work closely under the direction of White Sox (WSX) head coach to develop players capable of playing at an international WSX level
- Integrate with the WSX programme an advanced training programme appropriate for the continued development of the athletes selected as members of the JWSX squad / team
- Prepare and coach the JWSX team and
- Lead and manage a group of Team Officials as appointed.



B. JOB RESPONSIBILITIES

- Work with the WSX Head Coach, providers and leadership to the formulation of technical programmes in the sports science disciplines for the squad or team
- Liaise with the, WSX, Associations women's coaches and Regional Softball Associations in the supervision of programmes specifically set for members of the squad
- Recommend to Softball NZ programmes of competition and preparation, including international competition for the squad

- Prepare programmes and attend and lead camps for the squad
- Liaise with the Softball NZ 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 NZ Policies concerning New Zealand teams
- Utilise the resources of the appointed Team Officials in preparing the squad / team
- Recommend to the WSX Coach and Softball NZ 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 Softball NZ at the conclusion of every series of games in international competition
- In conjunction with the WSX Coach and Softball NZ initiate specific programmes for athlete development in the areas of playing skills, team building and other facets of team preparation supplementary to the programmes in the women'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: Softball NZ have overall responsibility and accountability of the High-Performance Budget.



E. JOB DIMENSIONS

- Management of assistant coach(s), specialist coaches and sport science personnel
- Manage the programme in conjunction with WSX Management and Softball NZ.

F. KEY PERFORMANCE INDICATORS

- Successful performance at the WBSC Junior Women's 2020 and 2022 U-18 World Cup's.
- 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 NZ (annual review) 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 Head Coach position is demonstrated success as a coach, appropriate experience in the holistic development of players, programme management and leadership.

- Completion of Softball NZ Development and Performance Coach Accreditation modules.
- 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 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.

H. Remuneration:

This position is not remunerated, and expenses will be covered within the agreed programme.