



JOB DESCRIPTION

POSITION TITLE: Head Coach New Zealand Major Sox Women's Team
REPORTS TO: CEO
DATE WRITTEN: November 2018



The Softball New Zealand Major Sox programme focuses on the preparation and development of under 23 female players. This job holder delivers coaching and other benefits to selected athletes culminating an international programme to be determined between the successful applicant and Softball NZ.

This job holder delivers coaching and other benefits to selected athletes through camps and a series of domestic competitions and international tours.

The major focus of the programme is the preparation of the Major squad / team for major international events in the next two-year cycle, including international events (TBC).

A. PRIMARY JOB PURPOSE

The role of the Major Sox Head Coach is to:

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

B. JOB RESPONSIBILITIES

- Work with the White Sox Head Coach, providers and leadership to the formulation of technical programmes in the sports science disciplines for the squad or team
- Liaise with the, White Sox, Associations women's coaches and Regional Softball Associations in the supervision of programmes specifically set for members of the squad
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- 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 CEO 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 White Sox Coach 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 White Sox Coach and CEO 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: 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 White Sox Management and SNZ.

F. KEY PERFORMANCE INDICATORS

- Successful performance at an international level
- 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) 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.

- 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.