



## JOB DESCRIPTION

**POSITION TITLE:** Head Coach New Zealand Major Sox Men's Team  
**REPORTS TO:** Softball NZ CEO  
**DATE WRITTEN:** January 2019

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*The Softball New Zealand Major Sox programme focuses on the preparation and development of under 23 male 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 including the 2021 WBSC World Cup in Argentina.*

### **A. PRIMARY JOB PURPOSE**

The role of the Major Sox Head Coach is to:

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



## **B. JOB RESPONSIBILITIES**

- Work with the Black Sox Head Coach, providers and leadership to the formulation of technical programs in the sports science disciplines for the squad or team
- Liaise with the, Black Sox, Associations men's coaches and Regional Softball Associations in the supervision of programs specifically set for members of the squad
- Recommend to the CEO programmes of competition and preparation, including international competition for the squad
- Prepare programs and attend and lead camps for the squad
- Liaise with the CEO in all matters concerning program 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 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 CEO initiate specific programs for athlete development in the areas of playing skills, team building and other facets of team preparation supplementary to the programs in the men's high performance program.

## **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 program.

**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 program in conjunction with Black Sox Management and SNZ.

#### **F. KEY PERFORMANCE INDICATORS**

- Successful performance at the 2019 WBSC World Cup
- Develop athletes capable of playing at a senior international level
- 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 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, program 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.

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