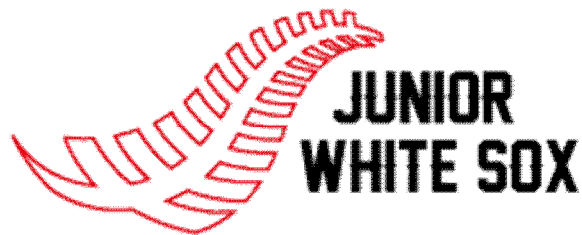


JOB DESCRIPTION

POSITION TITLE: New Zealand Junior White Sox Offence / Hitting Coach
REPORTS TO: Head Coach / High Performance Director
DATE UPDATED: March 2018



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

The key focus for the JWSX program is the preparation and development of under 19 athletes toward future winning performances for the junior and senior national women's team on the international stage.

The JWSX Offence / Hitting Coach will assist the Head Coach in the planning, coaching and support to selected athletes culminating in a number of camps and competitions including the 2019 WBSC Softball Division Junior Women's World Championship (Date TBC). This includes taking a lead role in the development and performance of hitting and offensive techniques and strategies within the national squad and extended national squad.

A. PRIMARY JOB PURPOSE

The role of the JWSX Offence / Hitting Coach is to:

- Assist in the implementation of coaching and development programmes that provides the correct preparation and planning for the World Championship.
- Specifically, assist the Head Coach in the coaching and delivery of offensive and hitting technique and strategies into the Junior White Sox program including identified regional training, national training, national camps, international competition, tours and other program activities leading into the WBSC World Championship.
- Be a key member of the Junior White Sox Team's talent identification program and provide expert opinion on hitters who would make up the national squad, extended national squad and national teams for international games.
- Be a key contributor in the greater Softball New Zealand high performance plan; and
- Adhere with the requirements of the Softball New Zealand Policies concerning New Zealand teams.



B. JOB RESPONSIBILITIES

- Lead in the identification and development of strategies to improve offensive and hitting capability within the national squad.
- Prepare offensive strategies and tactics to compete against all varieties of international competition.
- Identify coaching resources that will be beneficial to the team and individual performance.
- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance.
- Establish and monitor individual skills programmes for each athlete.
- Maintain a regular dialogue with the Head Coach, Team Manager and support personnel.
- Have a detailed knowledge of the Softball New Zealand Media Policy and other policies designed in support of New Zealand teams.

C. ISSUES AND CHALLENGES

- Keeping abreast of state of the art initiatives in softball and athlete preparation.
- Some domestic and the potential for international travel.
- Ability to operate in a frequently changing environment and to act unsupervised.
- 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.

E. KEY PERFORMANCE INDICATORS

- Successful performance at the 2019 WBSC Softball Division Junior Women's World Championship.
- Improvements of an athlete's offensive technical and tactical capability within softball.
- Identification and use of state of the art initiatives in the program.
- Feedback from Softball New Zealand (annual appraisal) and regional softball associations.
- Athlete development of positive attitudes to training, competition and lifestyle.



F. JOB HOLDER REQUIREMENTS

The primary requirement in selection for the Offence / Hitting Coach position is demonstrated success as a coach, appropriate experience in the holistic development of young people, program management and leadership.

- Completion of Softball NZ Development and Performance Coach Accreditation modules.
- A minimum of 3 years experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball.
- A well-developed knowledge of the New Zealand high performance sporting environment.
- An understanding of the standards and demands of national / international level sport.
- An innovative and energetic style.
- The capacity to identify and select potentially elite athletes.
- An understanding and empathy for the needs of elite athletes.
- An understanding of the concepts of Sports Science/Sports Medicine and the ability to incorporate them into training programs.
- Demonstrated success in managing individual differences and group dynamics.
- Sound financial, interpersonal, communication and administration skills.
- Time management skills, an acceptance of irregular and long hours of work, and capacity to travel domestically and overseas for extended periods.

G. Remuneration

It should be noted that this is a self-funded role. Where possible a contribution to costs will be provided by the program.