



## POSITION DESCRIPTION ASSISTANT COACH

### Introduction

CRNZ is the national sports organisation (“**NSO**”) responsible for promoting, advancing and managing the kayaking disciplines of Sprint, Marathon and Ocean Ski.

#### *Vision*

- We aim to build and support a thriving paddling community in NZ.
- We strive to be successful in every area of our sport, and to inspire Kiwis through our success.
- We aim to be the most dynamic, creative and innovative sport organisation in NZ.

#### *Principles*

- We will always strive to act in the best interests of our athletes, people and community.
- We will be transparent, fair and consistent in our decision-making.
- We will be efficient with our resources, and treat taxpayer money with gratitude and respect.
- We will be professional and proactive.

### Key Relationships

Coaches will maintain and foster effective relationships with the following stakeholders:

- Athletes
- CRNZ Technical Director and other coaches
- CRNZ CEO and staff
- HPSNZ
- NZ kayaking clubs and club coaches

### Overarching Responsibilities

- *Program* – Help to create a world-class kayaking program in NZ;
- *Coaching* – Deliver high quality training under the direction of the Technical Director, and support athletes to achieve their (and CRNZ's) performance goals;
- *Environment* – Help create an environment that helps athletes work towards world-class performance;
- *Teamwork* – work as part of an effective and unified CRNZ team; and
- *Learning* – Pursue excellence in coaching by actively learning under the direction of the Technical Director.

### Specific Responsibilities

Coaches will have the following key responsibilities:

#### Coaching

- Accurately and consistently deliver world-class quality training sessions in line with:
    - the training program and principles set by the Technical Director;
    - the CRNZ performance direction and approach to kayaking performance; and
    - the program's shared vision as agreed with athletes and the coaching team;
  - Develop and maintain Individual Performance Plans for athletes using the approach agreed with the Technical Director; and
  - Help to prepare athletes to deliver optimal performances at targeted competitions.
-

### Technique

- Deliver technique coaching to athletes using a common language according to the NZ technical model (a common language of technique will be established by the coaching team led by the Technical Director);
- Deliver technical interventions at the most effective time and in the most effective way to ensure maximum improvement; and
- Collaborate with the PTA, physio and other relevant support staff to effect positive technical change.

### Data and Performance Analysis

- Collect and analyse training and performance data, assisted by relevant HPSNZ support staff (data collection and analysis will be in line with the existing systems and structures set out by the Technical Director);
- Use data to inform discussion and decisions on athletes' progress and training.

### Leadership and Culture

- Work with the Technical Director and coaching team to ensure that athletes are engaged and pursuing excellence in their daily habits;
- Strengthen the culture of the program in line with the program's vision, performance direction and principles; and
- Work with the Technical Director and athletes to develop, uphold and regularly update a vision and set of values & principles for the squad.

### Knowledge and Learning

- Understand the high performance environment and what it takes to succeed as a world-class kayaker; and
- Pursue excellence in coaching by engaging in professional/personal development alongside the Technical Director and relevant HPSNZ Coach Consultant.

### Communication

- Work closely with the Technical Director and other key personnel with regular updates, communication and information on the program's progress towards it's vision.

## **Preferred Competencies and Attributes**

Applicants should be able to demonstrate:

- A positive and professional approach to performance;
- Experience in the following areas:
  - influencing high performance attitudes and behaviours in individual athletes and crews;
  - building/supporting a culture of excellence in a high performance kayaking environment; and
  - working well in a team;
- Intelligence and decision-making ability, including under pressure;
- Superior written and oral communication skills;
- Ability to implement a program in remote locations, periodically supervised and away from home for extended periods.
- A passion to perform and contribute to CRNZ; and
- IT literacy and skills including Word, Excel and data management; and

Ability to paddle alongside athletes in the daily training environment would be a significant advantage.

---

