



POSITION DESCRIPTION DEVELOPMENT COACH

About CRNZ

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.

This Role

The purpose of the Development Coach is to support athletes and coaches at development level according to the CRNZ coaching strategy and performance principles.

The CRNZ Development Coach will have the opportunity to work with some of the World’s best HP coaches, and will also have access to a range of personal and professional development opportunities through HPSNZ programs.

Key Relationships

The Development Coach will maintain and foster effective relationships with the following stakeholders:

- CRNZ Technical Director and coaching team
- CRNZ Performance Development Manager
- Athletes
- CRNZ CEO and staff
- HPSNZ
- NZ kayaking clubs and club coaches

Overarching Responsibilities

- *Program* – In collaboration with the CRNZ Performance Development Manager help to create a world-class kayaking development program in NZ;
 - *Coaching* – Deliver high quality training under the direction of the Technical Director, and support athletes to achieve their (and CRNZ’s) development/performance goals;
 - *Environment* – Help create an environment in which athletes can 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.
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Specific Responsibilities

Knowledge and Learning

- Understand the high performance environment and what it takes to succeed as a world-class kayaker;
- Understand world-class development environments what it takes to create them; and
- Pursue excellence in coaching by engaging in professional/personal development as agreed with the Technical Director and HPSNZ Coach/HPAD Consultants where relevant.

Coaching

- Support accurate and consistent delivery 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 development/performance; and
 - the program's shared vision as agreed with athletes and the coaching team;
- Lead the development and maintenance of Individual Development/Performance Plans for athletes using the approach set by the Technical Director and coaching team;
- Help to prepare athletes to deliver required performances at targeted competitions; and
- As part of supporting ongoing learning in the CRNZ community work with club coaches to enhance their understanding and delivery of training programs and principles as set by the Technical Director.

Technique

- Understand, deliver and develop an understanding of the common language of technique as agreed with the coaching team and Technical Director;
- Understand and deliver technical interventions at the most effective time and in the most effective way to ensure maximum improvement;
- Collaborate with relevant HPSNZ support staff to effect positive technical change in athletes;
- Work with club and other development coaches to develop their understanding of the CRNZ technical model.

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 with athletes and coaches on athletes' progress and training.

Performance Environment and Culture

- Work with the Technical Director, coaching team and personal/club coaches 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, coaching team, personal/club coaches and athletes to uphold the vision and principles of the squad.

Communication

- Work closely with the Technical Director and other key personnel with regular updates, communication and information on progress towards completion of tasks and KPIs.

Preferred Competencies and Attributes

Applicants should be able to demonstrate:

- A positive and professional approach to development/performance;
 - Experience in the following areas:
 - influencing high performance attitudes and behaviours in athletes, teams and/or groups;
 - building/supporting/living a culture of excellence in a development/high-performance kayaking environment; and
 - working well in a team;
 - Intelligence and decision-making ability, including under pressure;
 - Superior written and oral communication skills;
 - A passion to learn, 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.
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