



JOB DESCRIPTION – COMMUNITY COACHING MANAGER

June 2017

Responsible to: General Manager – Community Hockey and Events

Hockey New Zealand's vision is to become the World's Best Hockey Nation. Hockey New Zealand needs to provide leadership to all key areas of community hockey to ensure the sport can deliver on its stated vision.

Hockey New Zealand's purpose is to provide quality experiences for all New Zealanders. To achieve this, Hockey New Zealand has four core strategies:

<i>Strategies</i>	<i>Outcomes</i>
1. Grow the hockey community	Grow
2. Win on the World Stage	Win
3. Deliver World Class Events	Experience
4. Strengthen the Business	Strengthen

Hockey has 77,000 players in summer and winter throughout New Zealand.

Achieving our vision requires the establishment and implementation of a quality community coach programme across all levels of Hockey in NZ.

Functional Relationships with:

Community hockey coach trainers across New Zealand primarily within our Regions and Associations.

Close working relationship with the Hockey New Zealand Performance Coaching Manager.

Hockey New Zealand Technical Manager to ensure consistency and synergy across Umpire/Official Development and Coach Development.

Sport New Zealand Coach and Talent Development team.

Main Objectives

- To lead the development and implementation of an overarching Community Coaching Strategy
- Provide a clear system with appropriate development and collaboration opportunities through resources for community coaches
- Enhance the community coach system ensuring there is continual learning opportunities and collaboration across the community network including the development of coaching resources
- Ensure that community coaches are being developed to meet participant needs in the Associations and Regions
- Contribute to organisational strategies and initiatives that develop coaches and improve the overall standard of hockey in New Zealand e.g. Small Sticks and Domestic Competitions
- Support the continuous development of coaches from community to performance in partnership with the Performance Coach Manager



Key Performance Indicators

- More and better community coaches
- A clear system of quality continuous learning is available for community coaches
- Associations and Regions have an active community coach development programme in place

Key Tasks

- Review the current coach development opportunities/resources
- Develop and implement a national coach development approach that will continue to increase and improve the capability of community coaches in line with the NZ Coaching Strategy
- Develop and implement a series of programmes that engage coaches from clubs and schools and improve their capability
- Work closely with the Performance Coaching Manager to implement a seamless coaching system from community to performance
- Ensure a continual cycle of evaluation and development of programmes in place
- Support coach appointments to national teams that sit outside of the performance space i.e. National Masters teams, NZ Universities, NZ Indians etc

Person Specification

- A strong passion for community coach development
- A coaching philosophy that embeds the athlete centred approach
- An ability to communicate effectively with diverse stakeholder groups

Experience

- Experience in developing a coach developer approach across a whole of sport
- Experience in the development and implementation of coach development opportunities
- Experience in the development and implementation of athlete pathways
- At least 5 years' experience working in National or Regional sporting organisations
- Evidence of positively working with diverse stakeholders and customers
- Proven experience in working with professional staff
- Experience in working in partnership with volunteers

Knowledge

- A sound awareness of best practise in coaching and coach development programmes
- A tertiary degree in Coaching, Physical Education or a related field
- A background and understanding of hockey is preferable but not imperative

Skills

- Strong leadership and team development capability
- Established relationship and people management skills
- Ability to work collaboratively with, and provide leadership of, a diverse range of stakeholders
- Ability to influence and achieve outcomes through others
- Effective communication skills
- Strong initiative and problem-solving ability
- Proven record of developing new and innovative approaches to achieve outcomes

Staff Direct Reports: Nil

Staff Indirect Reports: Community Hockey Manager and Regional Development Manager Network