



JOB DESCRIPTION – PERFORMANCE COACHING MANAGER

June 2017

Responsible to: High Performance Director

Hockey New Zealand's vision is to become the World's Best Hockey Nation. Hockey New Zealand needs to lead all key areas of high performance 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. This key role within the High Performance team will lead HNZ's approach to identifying and developing high potential coaches; the role is critical to the success and sustainability of the HNZ High Performance programme.

Achieving our vision requires the establishment and nurturing of a sound performance coach system across men's and women's hockey in NZ. The purpose of the role is to ensure that quality coaches provide the coaching needed at Regional, National and Black Sticks levels.

Functional Relationships with:

All performance coaches and staff within national and regional talent development programmes. Specifically, this will be at Development, Under 21 and Under 18 levels nationally, and at National Hockey League, Under 21 and Under 18 levels Regionally.

The Black Sticks coaches in order to build the profile of an elite hockey coach, align the style of hockey being coached regionally with the style required by the Black Sticks and engage the Black Sticks coaches in the development of coaches in the system.

Close working relationship with the HNZ Community Coaching Manager to integrate at appropriate levels across the community game.

The HPSNZ HP Coaching team to align with national and international best practise to adapt into the HNZ Performance Coaching system.

Main Objectives

Coach Capability

- To lead the development and implementation of an overarching Performance Coaching plan.
- Contribute to new strategies that develop coaches and improve the overall standard of hockey in New Zealand e.g. competitions, training programmes.
- To enhance the performance coach system to ensure that there are approximately 60 high potential coaches (men and women) at varying stages of development within the programme
- Identify and deliver platforms for nurturing performance coach development
- Ensure there is a Performance Coach system active within the Regions i.e. identified coaches are engaged in the Sport NZ Performance Coach Advance and Aspiring Coaches programmes, along with attending HNZ National Camps for continued professional development
- This professional development will include the use of Coaching IPP's for identified National Performance Coaches and those at Regional Performance Centre, NHL, U21 and U18 levels
- In conjunction with HPSNZ and Sport NZ, develop and deliver targeted coach education programmes, in addition to those above
- In conjunction with key HNZ, HPSNZ and Sport NZ staff, lead the development of coaching resources that will assist with the national and regional delivery of performance and development programmes

Identification

- As part of the broader HNZ coach succession plan, identify potential elite coaches who have the capability to become national programme leaders
- Manage the identification of performance coaches and support staff for the National Development, Under 21 and Under 18 programmes
- In conjunction with the HNZ Community Coaching Manager, develop processes to transition potential coaches from community into the performance space

Relationships

- Establish and maintain relationships with regions, providing a direct line of communication and support from HNZ to enable an effective Performance Coaching network across the country
- Develop relationships, as appropriate, with fellow international hockey nations, other codes and sectors with a view towards continuous improvement of the HNZ Performance Coach system

Key Performance Indicators

Capability

- The depth of national and regional performance coaches with high potential has increased across the men's and women's programmes, including enhanced coaching capability
- The development of a variety of platforms for performance coach development i.e. national training camps, regional coaching clinics, utilisation of coaching IPP's, shared online resources
- Introduce world's best practise performance coach development initiatives and trends

Relationships

- A stronger and direct involvement with the regions in the development of performance coaches



Key Tasks

Capability

- Set a national framework that will strengthen the performance coach talent pool
- Map out and implement a series of programmes that engage coaches from club, school and regional levels through to national, to create a performance coach system

Alignment

- Work in close consultation with the national and regional coaches to ensure alignment across all levels of performance coaching, including the development of player skills in conjunction with community coaching

Person Specification

- A strong passion for hockey and coach development
- In-depth knowledge of game particularly around coaching
- An ability to communicate effectively with diverse stakeholder groups

Experience

- A minimum of 5 years coaching experience at a senior level
- Experience in the development and implementation of athlete pathways
- Evidence of successfully and 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, Teaching, Business Management or equivalent
- A background in hockey is preferable

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
- Sound analytical skills
- Strong initiative and problem-solving ability
- Proven ability to embrace change positively and actively seek new ways to achieve outcomes

Staff Direct Reports: Nil

Staff Indirect Reports: National and Regional performance coaches