



Position:	National Coach – Black Sox Mens Team
Position Type	Fixed Term Permanent
Department:	High Performance (to be established from 1 June 2023)
Reports To:	GM – High Performance (to be appointed from 1 June 2023)
Location:	Flexible

About Softball New Zealand/Poiuka Aotearoa

Softball in Aotearoa is a whānau sport. Across the generations the sport brings families and communities together for play and enjoyment. A truly gender equal game, softball is alive with growth and opportunity with over 20,000 participants nationwide. It is also a game popular with Maori and Pacific families who make up more than 60% of the game's participants.

Softball New Zealand is the national sporting organisation charged with the responsibility of leading softball in New Zealand. We ensure our Men's Black Sox and Women's White Sox teams are competitive on the world stage; we develop and deliver quality national sports programmes at community and high-performance level; and we run world class events and tournaments.

To do this we have a great team of people who live and breathe our Softball New Zealand values. We put people at the centre of our purpose, we are open, we have fun, we strive for excellence, and we share in each other's knowledge and success.

Our Vision: Whakakitenga – we want softball to be a sport for life. One that evolves as it needs to, is enjoyed by all those who connect with the game in any capacity and is characterised by success.

Our Collective Purpose: He Kaupapa – We are all tasked with working together to enable kiwis to participate in whatever way they choose and to have a great time in doing so to ensure that they stay involved and get the best experiences from the game.

Our Approach: Nga Huarahi Mahi

- Focus on the needs of the people wanting to be involved in our game.
- Open to change and doing things differently
- Inclusive
- Play to our strengths
- Work together

About the role

The purpose of the National Coach Men's role is to:

- optimise the performance of the Black Sox Men's team and supporting National Squad;
- lead the National Men's programme and the development of a high-performance culture.

OUTCOMES:

- Winning performances of the Black Sox Men's team at international events;
- Provide a culture for sustainable success where player and staff wellbeing is paramount, and an environment where players, coaches and support staff can be at their best to perform to the levels expected of an international programme;
- Team and individual players are well planned and prepared with clear understanding of team strategies, individual focus areas and performance targets;
- Lead a high-quality and effective daily training environment;
- Lead a robust and well planned selection process and operate as the convenor of selectors;
- Strategic alignment with GM High Performance, CEO, Softball NZ board and High-Performance system;
- Integration of the team programme with the broader international men's pathway programme, including the Junior Black Sox and the Under 23s.

Key Responsibilities

National Men's High Performance programme

Lead a high-performance culture within the Black Sox team. This includes an environment of honesty, trust, transparency, open communication, and a high level of care.

Lead the development and implementation of the Black Sox men's high-performance programme.

In collaboration with the GMHP, align the Black Sox and National Squad programme to the underpinning talent program and overall Softball New Zealand high performance strategy.

Take an active role in succession planning for national players and coaches.

Contribute to the Softball New Zealand high performance strategy.

Hands-on Coaching

Lead the coaching and preparation of the Black Sox team and wider National Squad athletes.

Coach and lead the coaching of other nationally identified athletes in both a team environment and individual sessions.

Lead the training of athletes to ensure that they are appropriately prepared for selection and elite performance.

Key Responsibilities	
Daily Training Environment	<p>Design and manage an effective daily training environment for Black Sox and National Squad athletes that motivates and enhances performance.</p> <p>Provide high level coaching expertise, technical and tactical direction to assistant coaches and the National Squad athletes.</p> <p>With the support of the GM HP, lead the effective planning and integrated delivery of high-quality performance services that support the Black Sox team and National Squad athletes.</p>
Planning and Monitoring	<p>In conjunction with the GMHP and key high-performance staff, develop, implement and communicate an annual campaign plan based on the four-year World Cup cycle and other pinnacle and qualification events.</p> <p>Develop Individual Performance Plans (IPP) for each identified athlete, and through key staff, ensure the IPP is monitored and updated.</p> <p>Monitor and evaluate athlete performance and lead the collection of relevant data to ensure standards are met and potential is maximised.</p> <p>Provide regular reports to the GMHP following key phases or identified tournaments.</p> <p>Support in the management of the international programme and competition budgets.</p>
Culture & Leadership	<p>This has emerged as one of the key priorities of the programme. Develop future leaders, environment that encourages and supports elite performance.</p>
Selection	<p>Hold the position of Convenor of Selectors.</p> <p>Lead the selection of the Black Sox and National Squad in compliance with the national selection policy and framework.</p> <p>Actively and regularly communicate with selectors to aid selection of Black Sox Teams and squads.</p> <p>Contribute to the management and development of the Softball New Zealand selection policy and framework.</p> <p>Communicate directly and in a timely manner to players re selection process and criteria.</p>

Key Responsibilities	
Self-Management	<p>Actively drive your own personal development.</p> <p>Monitor your own performance, striving to optimise personal health, well-being and life balance.</p>
Other	Conduct other reasonable duties as directed by the GMHP or CEO.

Qualifications, Experience and Skills
<p><i>Qualifications and Experience</i></p> <ul style="list-style-type: none"> • High performance coaching accreditation or equivalent is required. • Demonstrated successful experience coaching elite athletes at the national or international level. • Experience and proven capability in the holistic development of athletes and programmes. • Demonstrated experience in planning, organising and implementing a comprehensive high performance coaching programme for elite teams and athletes. <p><i>Knowledge and Skills</i></p> <ul style="list-style-type: none"> • Can create a vision and communicate strategies, inspire and ensure 'buy in' from a diverse range of stakeholders across all levels of the game. • Is widely respected and trusted and role models the Softball NZ values and behaviours. • Capable of building and driving a performance culture and fostering player and staff wellbeing in a team environment. • Outstanding softball knowledge of individual and team principles including techniques, tactics, coaching trends, and international developments. • In-depth understanding and application of the principles of coaching, sport science, medicine and technology within a high performance programme. • Ability to work as part of a team to achieve outcomes; • Can give and receive constructive feedback to enhance performance • Proven capability to work in high-pressure environments; • Exceptional people skills, with an emphasis on the development and performance of players; • Effective communication skills; • Attention to detail; • Able to work irregular hours as may be required by the programme. • Sound financial and administration skills.

Competencies	
Relationship Building	<ul style="list-style-type: none"> Builds and maintains trusted relationships with athletes, staff and stakeholders. Maintains an open and approachable manner and treats others fairly and respectfully. Values and supports team members, and proactively manages conflict
Communication	<ul style="list-style-type: none"> A clear, consistent and comprehensive communicator Gives and receives information and feedback in a constructive and fair manner Encourages and maintains two-way dialogue on issues
Planning and Organising	<ul style="list-style-type: none"> Highly organised Plans and prepares in advance and keeps track of activities Keeps self and team focused on key priorities by setting milestones
Team Culture	<ul style="list-style-type: none"> Brings a high level of energy, motivation and enthusiasm to the team Ensures joint ownership of goal setting, commitments, and accomplishments, Involves everyone in the team
Drive for results	<ul style="list-style-type: none"> Strong on implementation – passionate, driven and focused on getting to the desired outcome Makes timely, informed decisions that take into account the facts, goals, constraints, and risks
Vision and Strategy	<ul style="list-style-type: none"> Leads vision and values, focuses on the big picture Leads long term strategy and planning

Delegations of Authority	
Operational Expenditure	In accordance with SNZ Delegations
Authorisation to Hire	In accordance with SNZ Delegations
Authorised to sign Contracts	In accordance with SNZ Delegations

Relationships:	
Number of direct reports	3
Main internal stakeholders	SNZ CEO and Board GM High Performance SNZ office staff National team players and support team National pathway coaches, management, and players

Main external stakeholders	High Performance Sport New Zealand/Sport NZ Regional associations, Softball community, World Baseball Softball Confederation (WBSC), Commercial partners
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Dated: April 2023