



Position:	Manager – Black Sox Men’s Team
Position Type	Fixed Term Permanent
Department:	High Performance
Reports To:	GM – High Performance
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

<p>About the role</p> <p>The purpose of the Black Sox Manager role is to:</p> <ul style="list-style-type: none"> <li>• Support optimal performance of the Black Sox men’s team and supporting national squad.</li> <li>• Support the Head Coach of the national men’s programme and the development of a high-performance culture.</li> </ul> <p>OUTCOMES:</p> <ul style="list-style-type: none"> <li>• Provide a culture for sustainable success where player and staff wellbeing are 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.</li> <li>• Team and individual players are well planned and prepared with clear understanding of team strategies, individual focus areas and performance targets.</li> <li>• Support a high-quality and effective national programme.</li> <li>• Strategic alignment with GM High Performance, CEO, Softball NZ Board and High-Performance Support of the team programme with the broader international men’s pathway programme, including the Junior Black Sox and the Under 23 Major Sox.</li> </ul>
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Key Responsibilities	
<p><b>National Men’s High Performance programme</b></p>	<p>Support 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.</p> <p>Support the development and implementation of the Black Sox men’s high-performance programme and all associated administrative and logistical tasks.</p> <p>In collaboration with the GM HP and Head Coach, align the Black Sox and National Squad programme to the underpinning talent programme and overall Softball New Zealand high performance strategy.</p> <p>Contribute to the Softball New Zealand high performance strategy.</p>
<p><b>Support Management</b></p>	<p>Support the needs of Black Sox group and wider National Squad athletes with all activation requirements.</p> <p>To be responsible on behalf of Softball New Zealand for the management and welfare of all Black Sox athletes, staff, support staff and officials when training and participating at activations and events</p> <p>To liaise with the office regarding preparation of all activations and including but not limited to travel, accommodation, apparel, health &amp; safety, communication, and wellbeing related to all relevant athletes, coaches, support staff and officials.</p>

Key Responsibilities	
	Manage the day-to-day budget and financial responsibilities associated with the Black Sox and in accordance with delegated authority and associated approvals.
<b>Planning and Monitoring</b>	<p>In conjunction with the GM HP and Head Coach, support the implementation of an annual campaign plan based on the four-year World Cup cycle and other pinnacle and qualification events.</p> <p>Work with the Head Coach, GM HP and the office in aligning campaign plans and communication strategies for the Black Sox group</p> <p>Support Individual Performance Plans (IPP) for each identified athlete, and through key staff, ensure the IPP is monitored and updated.</p> <p>Provide regular reports via the Head Coach to the GM HP following key phases or identified tournaments.</p> <p>Provide daily reports when in domestic camp or on international duty.</p>
<b>Culture &amp; Leadership</b>	This has emerged as one of the key priorities of the programme. Develop future leaders, environment that encourages and supports elite performance and succession build.
<b>Self-Management</b>	<p>Actively drive your own personal development.</p> <p>Monitor your own performance, striving to optimise personal health, well-being and life balance.</p>
<b>Other</b>	Conduct other reasonable duties as directed by the GM HP, Head Coach, and the office.

Qualifications, Experience and Skills
<p><i>Qualifications and Experience</i></p> <ul style="list-style-type: none"> <li>• High performance management capability is required.</li> <li>• Demonstrated successful national or international level team management.</li> <li>• Experience in planning, organising, and implementing logistical process.</li> <li>• Demonstrated experience in managing a comprehensive high-performance team or programme.</li> <li>• Proven financial management experience essential.</li> </ul> <p><i>Knowledge and Skills</i></p> <ul style="list-style-type: none"> <li>• Is widely respected and trusted and role models the Softball NZ values and behaviours.</li> <li>• Capable of supporting a performance culture and fostering player and staff wellbeing in a team environment.</li> <li>• In-depth understanding and application of the principles of contracting, sport science, medicine, and technology within a high-performance programme.</li> <li>• Ability to work as part of a team to achieve outcomes.</li> <li>• Can give and receive constructive feedback to enhance performance.</li> <li>• Proven capability to work in high-pressure environments is a critical non-negotiable.</li> </ul>

- 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.

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

Relationships:	
<b>Main internal stakeholders</b>	SNZ CEO GM High Performance Black Sox Head Coach SNZ office staff National team players and support team National pathway coaches, management, and players
<b>Main external stakeholders</b>	High Performance Sport New Zealand/Sport NZ Regional associations, Softball community, World Baseball Softball Confederation (WBSC), Commercial partners

Dated: June 2023