



## JOB DESCRIPTION

**POSITION TITLE:** New Zealand Girls Developing Sox Team . Pitching Coach  
**REPORTS TO:** Softball New Zealand High Performance Director  
**DATE WRITTEN:** June 2017

---



The New Zealand Developing Sox Teams are part of the Softball New Zealand (SNZ) development pathway and in line with the junior and senior high performance programmes.

The key focus for the Developing Sox programme is the preparation and development of under 15 athletes toward future winning performances for the senior national men's and women's teams on the international stage.

The Developing Sox Pitching Coach in conjunction with the greater high performance program will lead the planning, coaching and support to selected athletes culminating in a number of camps and an international tour in 2017/18 (Details TBC).

### A. PRIMARY JOB PURPOSE

The role of the Softball New Zealand Developing Sox Team's Pitching Coach is to:

- Provide training plans for individual pitchers and monitor these to ensure deadlines and goal targets are being met
- Monitor pitching squad members to ensure they are physically fit and free of injuries and ensure all injuries are tended to
- Provide specialist coaching to the squad pitchers
- Attending and assisting in the delivery of training camps and in competition, with a focus on pitchers
- Assisting with identification of talented athletes and the selection of squad members in New Zealand
- Assist Head Coach and Assistant Coach with team selection
- Undertaking other relevant tasks agreed with the Head Coach and Manager
- Deliver reports to the Head Coach

## **B. JOB RESPONSIBILITIES**

- Identify coaching resources that will be beneficial to pitching performance
- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance
- Establish and monitor individual pitching skills programmes
- Monitor and review pitching member's performance on a monthly basis
- Maintain a regular dialogue with the Head Coach, Team Manager and support personnel
- Adhere with the requirements of Softball New Zealand policies concerning New Zealand Teams.

## **C. ISSUES AND CHALLENGES**

- Keeping abreast of state of the art initiatives in softball and athlete preparation
- Significant domestic and international travel
- Ability to operate in a frequently changing environment and to act unsupervised
- Maintain communication links with all key stakeholders.

## **D. DECISION MAKING AND ACCOUNTABILITY**

- Identification of talented players and recommendations to the New Zealand selectors
- Assessment of on-going performances and assisting in the selection of players to various teams
- Decisions relating to the overall technical direction of the program.

## **F. KEY PERFORMANCE INDICATORS**

- Improvements of athletes skill, strength, fitness and technical/tactical appreciation of softball
- Holistic development of athletes (sporting, personal, career and educational)
- Feedback from Softball New Zealand (annual appraisal) and regional softball associations
- Athlete development of positive attitudes to training, competition and lifestyle.

## **G. JOB HOLDER REQUIREMENTS**

The primary requirement in selection for the Pitching Coach position is demonstrated success as a coach, appropriate experience in the holistic development of young people, program management and leadership.

- Progression through the Softball NZ coaching accreditation programme and must have completed the Pitching Mechanics & Rules module.
- A minimum of 3 years experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball
- Well-developed knowledge of the New Zealand high performance sporting environment
- Understanding of the standards and demands of national / international level sport
- An innovative and energetic style
- Capacity to identify and select potentially elite athletes
- An understanding and empathy for the needs of elite youth athletes
- Understanding of the concepts of Sports Science/Sports Medicine and the ability to incorporate them into training programs
- Demonstrated success in managing individual differences and group dynamics
- Sound financial, interpersonal, communication and administration skills
- Time management skills, an acceptance of irregular and long hours of work, and capacity to travel domestically and overseas for extended periods.
- The ability to work as part of a team.



**H. SELF-FUNDED ROLE**

- It should be noted this is a self-funded role.