



JOB DESCRIPTION

POSITION TITLE: New Zealand Junior Black Sox Head Coach
REPORTS TO: Softball NZ CEO
DATE WRITTEN: April 2020



The New Zealand Junior Black Sox (JBSX) are part of the Softball New Zealand (Softball NZ) player pathway and in line with the Major Sox performance and Black Sox high performance programmes.

The key focus for the JBSX programme is the preparation and development of under 18 athletes toward future winning performances for the junior and senior national men's team on the international stage.

The JBSX Head Coach in conjunction with the greater high-performance programme will lead the planning, coaching and support to selected athletes culminating in a number of camps including the 2022 WBSC U-18 Men's Junior Softball World Championship (Date and venue TBC).

A. PRIMARY JOB PURPOSE

The role of the JBSX Head Coach is to:

- Work closely under the direction of Black Sox (BSX) head coach to develop players capable of playing at an international BSX level
- Integrate with the BSX programme an advanced training programme appropriate for the continued development of the athletes selected as members of the JBSX squad / team
- Prepare and coach the JBSX team and
- Lead and manage a group of Team Officials as appointed.

B. JOB RESPONSIBILITIES

- Work with the BSX Head Coach, providers and leadership to the formulation of technical programmes in the sports science disciplines for the squad or team
- Liaise with the, BSX, Associations men's coaches and Regional Softball Associations in the supervision of programmes specifically set for members of the squad
- Recommend to the SNZ CEO programmes of competition and preparation, including international competition for the squad



- Prepare programmes and attend and lead camps for the squad
- Liaise with the SNZ CEO in all matters concerning programme schedule for the squad and team, lead the selection panel for the selection of players for the squad and team
- Adhere with the requirements of the Softball New Zealand Policies concerning New Zealand teams
- Utilise the resources of the appointed Team Officials in preparing the squad / team
- Recommend to the BSX Coach and SNZ CEO in the creation of specialist roles not already filled among the Team Officials and assist with role descriptions for those roles
- Prepare a full report to the SNZ CEO at the conclusion of every series of games in international competition
- In conjunction with the BSX Coach and SNZ CEO initiate specific programmes for athlete development in the areas of playing skills, team building and other facets of team preparation supplementary to the programmes in the men's high performance programme.

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
- 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 programme.

Note: Softball NZ have overall responsibility and accountability of the Budget.

E. JOB DIMENSIONS

- Management of assistant coach(s), specialist coaches and sport science personnel
- Manage the me in conjunction with BSX Management and Softball NZ.



F. KEY PERFORMANCE INDICATORS

- Successful performance at the 2022 WBSC U-18 Men's Junior Softball World Championship
- Develop athletes capable of playing at a senior international level
- Improvements of athlete's skill, strength, fitness and technical/tactical appreciation of softball
- Holistic development of athletes (sporting, personal, career and educational);
- Identification and use of state-of-the-art initiatives in the programme
- Feedback from Softball New Zealand (annual review) 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 Head Coach position is demonstrated success as a coach, appropriate experience in the holistic development of players, programme management and leadership.

- Completion of Softball NZ Development and Performance Coach Accreditation modules.
- Proven ability and experience in elite softball coaching and performance expertise – a track record of sustained youth representative, senior club and or international success and impact
- Leadership/management of high-performance team and staff in a softball environment.
- Delivery against strategic and operational objectives
- Evidence of partnership working and impact – working with partners to ensure success and benefit for athletes and support coaches
- Performance programme design, delivery and integration for athletes across the performance pathway
- Evidence of an inter-disciplinary way of working.

H. Remuneration:

This position is not remunerated, and expenses will be covered within the agreed programme.