

Job Description



TITLE OF POSITION:	WHITE FERNS Strength & Conditioning Coach
POSITION TYPE:	Part-Time (0.3FTE) FIXED TERM until 31 JULY 2017
TEAM:	High Performance Unit
REPORTS TO:	High Performance Strength and Conditioning Manager & WHITE FERNS High Performance Manager
LOCATION:	HPC Lincoln
DATE ESTABLISHED:	June 2016

AIM OF NEW ZEALAND CRICKET
<p>Cricket will be a game for all New Zealanders; a game without barriers – a game that can be played anywhere, by anyone. Whatever the individual circumstances, Kiwis will be given every reason to celebrate and engage with cricket as their game, for life.</p> <p>A High Performance culture, underpinned by quality people, systems and facilities will produce winning BLACKCAPS and WHITE FERNS that inspire the nation and represent the best of New Zealand’s values and culture. Cricket will be one family, built on a sustainable financial model, and with a quality and consistency of governance that nurtures the game at Community level and provides pathways towards success on the international stage.</p> <p>NZC will take a global approach and perspective to all our activities for the betterment of the game in New Zealand. With around sixty employees plus a number of seasonal contractors, we’re based across the Lincoln High Performance Centre in Christchurch and the Auckland Support Services Office. We’re a passionate and enthusiastic team committed to living and breathing our core Values:</p> <ul style="list-style-type: none"> • Cricket First • One Team • Be The Best I Can Be • Walk The Talk • Raise The Bar • Appreciate And Celebrate

PURPOSE OF THE POSITION
<p>The WHITE FERNS Strength & Conditioning Coach will work closely with the NZC Elite Players, NZC staff, WHITE FERNS Physiotherapist, WHITE FERNS and High Performance Coaches to co-ordinate the delivery of strength and conditioning services. This position will work to ensure that individualised training programs are developed with the athlete and WHITE FERNS support teams, before implementation by Regional Strength and Conditioning Coaches in order to achieve success with preparation and development.</p> <p>The role will also have a secondary purpose of delivery of Strength and Conditioning to the Canterbury Cricket's Women's program at all levels including WHITE FERNS identified players, Canterbury Magicians Senior squad, and the Future Magicians program.</p>

TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
<i>Planning</i>	<ul style="list-style-type: none"> • Develop ‘integrated’ team’ and ‘individual athlete’ performance plans to provide a ‘systematic’ approach to preparation for identified competitive events. • Develop ‘individualised’ physical conditioning programmes and ‘delivery strategies’ to assist players to achieve personal development goals. • Create, and maintain, records/database of relevant information relating to the WHITE FERNS with a view to sharing this information with all interested parties. Interact, and provide relevant information/reports, on a regular basis with team management, NZC management and any relevant committees.
<i>Direction and Support</i>	<ul style="list-style-type: none"> • Provide direction to individuals when direction is required to improve their personal conditioning routines. • Provide on and off field support for players through nutrition, and recovery strategies. • Provide and promote recovery strategies consistent with international competition. • Implement programmes consistent with the player’s training state and experience.
<i>Training</i>	<ul style="list-style-type: none"> • Monitor players both in and out of season to ensure that their training is effectively targeted towards personal development goals. • Ensure that the WHITE FERNS reach, and maintain, pre-determined fitness and strength levels on

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	<ul style="list-style-type: none"> an individual basis. Promote injury prevention liaising closely with the WHITE FERNS Physiotherapist. Monitor and advise the coach and physiotherapist on player physical status. Run group training sessions consistent with goals as identified by the Head Coach of WHITE FERNS.
<i>Relationship Development</i>	<ul style="list-style-type: none"> To foster positive relationships with WHITE FERNS, other coaches, players, administrators, selectors, supporters, sponsors, Major Associations, and the NZC family Become part of the NZC "team" e.g. attendance at staff meetings, social functions, day to day interaction Establish a working relationship with individual NZC team members Regular communication with coaches, selectors and players Establish strong working relationships with the WHITE FERNS Coaching team and MA coaches
<i>Injury and Medical Management</i>	<ul style="list-style-type: none"> Provide principal in-team point of contact for all injuries back to NZC's Medical Manager, particularly ensuring the on-tour physiotherapist provides all necessary information back to NZC. Ensure effective load management of bowlers is maintained in conjunction with the WHITE FERNS Bowling Coach.
<i>Professional Development</i>	<ul style="list-style-type: none"> Demonstrate interest in maintaining professional competencies.
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WORKING EXPERIENCE REQUIRED:
<ul style="list-style-type: none"> Experience in the delivery of S&C programs to elite level athletes and preferably in cricket. Experience in Youth Athlete Development 2 years with a First Class or international team (preferred)

SKILLS AND KNOWLEDGE REQUIRED:	
<i>Technical Skills (Specific Job Skills)</i>	<ul style="list-style-type: none"> Qualifications to generate, direct and manage the implementation of cutting edge coaching solutions and programmes <ul style="list-style-type: none"> Knows how to communicate effectively with players Understands the learning process and training principles Understands the various coaching styles Understands long term player development Understands the causes and recognises the symptoms of over training Understands how to reduce the risk of injury to players Able to prepare training programs to meet the needs of each player Able to assist players to develop required skills Able to use evaluation tests to monitor training progress and predict performance Able to advise players on relaxation, visualisation and mental imagery skills Able to evaluate the players competition performance Has the functional and technical knowledge and skills to do the job at a high level of accomplishment
<i>Professional Knowledge</i>	<ul style="list-style-type: none"> Accreditation in Strength and Conditioning (ASCA Level 2, UKSCA, CSCS) or demonstration that you are working towards it. A working knowledge of product and services provided by NZC Strong technical knowledge of all facets of the game of cricket Knowledge of the structure and operations of cricket An intimate knowledge of sporting program development and tour/team management Knowledge of any associated legislation, regulations, policies and practices required for the position
<i>Office Skills</i>	<ul style="list-style-type: none"> Competent in the use of current Microsoft Office Suite products particularly Outlook, Word and Excel
<i>Commercial Skills and Knowledge</i>	<ul style="list-style-type: none"> Knowledgeable about how sporting organisations work Knows how to get things done both through formal channels and the informal network Knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organisation Drives for results and can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; and steadfastly pushes self and others for result Analyses both successes and failures for clues to improvement

SKILLS AND KNOWLEDGE REQUIRED:	
	<ul style="list-style-type: none"> ▪ Knows the competition
<i>General Managerial Abilities</i>	<ul style="list-style-type: none"> ▪ Strong leadership and interpersonal skills, and a demonstrated track record of people management skills in a culturally diverse environment ▪ Ability to influence others, with excellent team building, collaboration and partnering skills ▪ Management of diversity to create an environment where people from different cultures can contribute effectively ▪ Ability to manage and measure work including clearly assigning responsibility for tasks and decisions; setting clear objectives and measures; and monitoring process, progress and results; and designing feedback loops into work ▪ Ability to contribute to departmental budgeting, forecasting and financial management, to make links between strategic and business plans, and a good understanding of commercial acumen ▪ Provide a focus on innovation management to create a learning and participative environment ▪ Open to change
<i>Action Oriented</i>	<ul style="list-style-type: none"> ▪ Enjoys working hard ▪ Is action oriented and full of energy for the things he/she sees as challenging ▪ Seizes more opportunities than others
<i>Directing Others</i>	<ul style="list-style-type: none"> ▪ Is good at establishing clear directions ▪ Sets stretching objectives ▪ Lays programmes in a well-planned and organised manner ▪ Maintains two-way dialogue with others on work and results ▪ Brings out the best in people ▪ Is a clear communicator
<i>Drive for Results</i>	<ul style="list-style-type: none"> ▪ Can be counted on to exceed goals successfully ▪ Steadfastly pushes self and others for results
<i>Time Management</i>	<ul style="list-style-type: none"> ▪ Uses his/her time effectively and efficiently ▪ Values time ▪ Concentrates his/her efforts on the more important priorities ▪ Can attend to a broader range of activities

QUALIFICATIONS
<p>ESSENTIAL:</p> <ul style="list-style-type: none"> • Undergraduate degree in Sports and Exercise Science or related discipline (Strength and Conditioning/Physical Education) • Accreditation in Strength and Conditioning (ASCA Level 2, UKSCA, CSCS) or demonstration that you are working towards it. • Driver's Licence • Must be legally entitled to work in New Zealand
<p>PREFERRED:</p> <ul style="list-style-type: none"> ▪ Postgraduate degree in sport and exercise science preferred or evidence of equivalent work experience and professional development.

PERSONAL ATTRIBUTES:
<ul style="list-style-type: none"> ▪ Commitment to NZC Values and culture ▪ Is passionate about cricket ▪ Is a good judge of talent ▪ Works on compensating for personal weaknesses and limits ▪ Seeks feedback ▪ Pursues everything with energy and drive and a need to win ▪ Treats all players equitably, doesn't give preferential treatment ▪ Keeps confidences ▪ Is viewed as bright and intelligent

PERSONAL ATTRIBUTES:

- Practices what they preach
- Requires excellence, does not expect perfection
- Creates trust and commands respect
- Motivational and inspiring
- Thinks before talking to the media, knows that journalists are looking for a story that will sell
- Listens and pays attention to players
- Delivers thoughts in a clear, concise manner
- Presents body language that represents enthusiasm, class and character
- Provides consistent messages to players
- Is honest with the team and always in a positive way
- Can manoeuvre through complex political situations effectively and quietly
- Positive and enthusiastic attitude
- Has a sense of humour
- Has a high work ethic
- Committed to succeed
- Willing to be judged on results
- Shows selflessness and understands that the 'game' is bigger than them
- Willing and able to work in the best interest of NZC
- Ability to multi task and complete projects in diverse international environments
- Personal drive and initiative of a self-starter, and the passion required to inspire others
- Must be able to travel internationally and balance work/life priorities
- A flexible attitude to working, willing to work evenings and weekends, understands cricket is a seasonal sport

Delegations of Authority

Operational Expenditure	As per Delegated Authority Levels within NZC Board Manual and Delegated Cost Centre Managers list held by Finance
Authorisation to Hire	No
Authorised to sign Contracts	No

Relationships

No. of Staff (direct reports)	No
Internal Relationships	WHITE FERNS Support Team High Performance Team
External Relationships	Players NZCPA MA Coaches

Signature of Job Holder

Job Description



Date signed