

# Job Description



<b>TITLE OF POSITION:</b>	<b>Regional Strength &amp; Conditioning Specialist</b>
<b>POSITION TYPE:</b>	<b>Fixed Term, Full Time</b>
<b>TEAM:</b>	<b>Auckland Cricket</b>
<b>REPORTS TO:</b>	<b>NZC HP Strength and Conditioning Manager</b>
<b>LOCATION:</b>	<b>Auckland</b>
<b>DATE ESTABLISHED:</b>	<b>January 2013 – Reviewed December 2016</b>

<b>AIM OF NEW ZEALAND CRICKET</b>
<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"> <li>• Cricket First</li> <li>• One Team</li> <li>• Be The Best I Can Be</li> <li>• Walk The Talk</li> <li>• Raise The Bar</li> <li>• Appreciate And Celebrate</li> </ul>

<b>PURPOSE OF THE POSITION</b>
<p>The Regional Strength &amp; Conditioning Specialist will work closely with the NZC high performance team, Auckland Cricket Physiotherapist, and Auckland Cricket Coaches to co-ordinate the delivery of strength and conditioning services. The Auckland Cricket Strength &amp; Conditioning Specialist will work to ensure that individualised training programmes are developed and implemented for Auckland Cricket Association players.</p>

<b>TASK DESCRIPTION (Prime Responsibilities)</b>	
<b>Key Task:</b>	<b>Expected Outcome:</b>
<i>Planning</i>	<ul style="list-style-type: none"> <li>• Develop 'integrated' Team and Individual athlete performance plans to provide a 'systematic' approach to preparation for identified competitive events.</li> <li>• Develop individualised physical conditioning programmes and 'delivery strategies' to assist players to achieve personal development goals.</li> <li>• Create, and maintain, records/database of relevant information relating to cricket with a view to sharing this information with all interested parties. Interact, and provide relevant information/reports, on a regular basis with team management and any relevant committees.</li> </ul>
<i>Direction and Support</i>	<ul style="list-style-type: none"> <li>• Provide direction to individuals when direction is required to improve their personal conditioning routines.</li> <li>• Provide on and off field support for players through nutrition, and recovery strategies.</li> <li>• Provide and promote recovery strategies consistent with international competition.</li> <li>• Implement programmes consistent with the player's training state and experience.</li> </ul>
<i>Training</i>	<ul style="list-style-type: none"> <li>• Monitor players both in and out of season to ensure that their training is effectively targeted towards personal development goals.</li> <li>• Ensure that the athletes reach, and maintain, pre-determined fitness and strength levels on an individual basis.</li> <li>• Promote injury prevention liaising closely with the Physiotherapist.</li> <li>• Monitor and advise the coach and physiotherapist on player physical status.</li> <li>• Run group training sessions consistent with goals as identified by the Auckland Cricket coach.</li> </ul>
<i>Relationship Development</i>	<ul style="list-style-type: none"> <li>• To foster positive relationships with athletes, other coaches, players, administrators, selectors, supporters, sponsors, other Major Associations, and the NZC family</li> </ul>

TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
	<ul style="list-style-type: none"> <li>• Become part of the NZC “team” e.g. when possible attendance at staff meetings, social functions, day to day interaction.</li> <li>• Establish a working relationship with individual NZC team members</li> <li>• Regular communication with coaches, selectors and players</li> <li>• Establish strong working relationships with the Cricket Coaching team and other MA trainers.</li> </ul>
<i>Professional Development</i>	<ul style="list-style-type: none"> <li>• Demonstrate interest in maintaining professional competencies.</li> </ul>
<i>Health and Safety</i>	<p>Comply with all workplace health and safety obligations by meeting the requirements of the Health and Safety at Work Act. This includes:</p> <ul style="list-style-type: none"> <li>• following all reasonable health and safety rules and instructions;</li> <li>• taking reasonable care for your own health and safety at work and the health and safety of others;</li> <li>• taking reasonable care that your acts (or omissions) do not adversely affect the health and safety of yourself or others;</li> <li>• co-operating with any reasonable policy or procedure from NZC, including wearing any necessary personal protective equipment and clothing;</li> <li>• reporting any potential or actual risks, injuries, work-related illnesses and incidents (including near misses) so NZC can investigate, and eliminate or minimise harm or risk of harm.</li> </ul>

## PERSON SPECIFICATIONS

WORKING EXPERIENCE:
<ul style="list-style-type: none"> <li>• 2 years with a 1<sup>st</sup> class or international team.</li> </ul>

SKILLS AND KNOWLEDGE:	
<i>Technical Skills (Specific Job Skills)</i>	<ul style="list-style-type: none"> <li>▪ Qualifications to generate, direct and manage the implementation of cutting edge coaching solutions and programmes                             <ul style="list-style-type: none"> <li>○ Knows how to communicate effectively with players</li> <li>○ Understands the learning process and training principles</li> <li>○ Understands the various coaching styles</li> <li>○ Understands long term player development</li> <li>○ Understands the causes and recognises the symptoms of over training</li> <li>○ Understands how to reduce the risk of injury to players</li> <li>○ Able to prepare training programs to meet the needs of each player</li> <li>○ Able to assist players to develop required skills</li> <li>○ Able to use evaluation tests to monitor training progress and predict performance</li> <li>○ Able to advise players on relaxation, visualisation and mental imagery skills</li> <li>○ Able to evaluate the players competition performance</li> </ul> </li> <li>▪ Has the functional and technical knowledge and skills to do the job at a high level of accomplishment</li> </ul>
<i>Professional Knowledge</i>	<ul style="list-style-type: none"> <li>▪ Accredited Trainer</li> <li>▪ A working knowledge of product and services provided by NZC</li> <li>▪ Strong technical knowledge of all facets of the game of cricket</li> <li>▪ Knowledge of the structure and operations of cricket</li> <li>▪ An intimate knowledge of sporting program development and tour/team management</li> <li>▪ Knowledge of any associated legislation, regulations, policies and practices required for the position</li> </ul>
<i>Office Skills</i>	<ul style="list-style-type: none"> <li>▪ Competent in the use of current Microsoft Office Suite products particularly Outlook, Word and Excel</li> </ul>
<i>Commercial Skills and Knowledge</i>	<ul style="list-style-type: none"> <li>▪ Knowledgeable about how sporting organisations work</li> <li>▪ Knows how to get things done both through formal channels and the informal network</li> <li>▪ Knowledgeable in current and possible future policies, practices, trends, technology, and information affecting his/her business and organisation</li> <li>▪ 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</li> <li>▪ Analyses both successes and failures for clues to improvement</li> </ul>
<i>General Managerial Abilities</i>	<ul style="list-style-type: none"> <li>▪ Strong leadership and interpersonal skills, and a demonstrated track record of people management skills in a culturally diverse environment</li> </ul>

SKILLS AND KNOWLEDGE:	
	<ul style="list-style-type: none"> <li>▪ Ability to influence others, with excellent team building, collaboration and partnering skills</li> <li>▪ Management of diversity to create an environment where people from different cultures can contribute effectively</li> <li>▪ 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</li> <li>▪ 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</li> <li>▪ Provide a focus on innovation management to create a learning and participative environment</li> <li>▪ Open to change</li> </ul>
<i>Action Oriented</i>	<ul style="list-style-type: none"> <li>▪ Enjoys working hard</li> <li>▪ Is action oriented and full of energy for the things he/she sees as challenging</li> <li>▪ Seizes more opportunities than others</li> </ul>
<i>Directing Others</i>	<ul style="list-style-type: none"> <li>▪ Is good at establishing clear directions</li> <li>▪ Sets stretching objectives</li> <li>▪ Lays programmes in a well-planned and organised manner</li> <li>▪ Maintains two-way dialogue with others on work and results</li> <li>▪ Brings out the best in people</li> <li>▪ Is a clear communicator</li> </ul>
<i>Drive for Results</i>	<ul style="list-style-type: none"> <li>▪ Can be counted on to exceed goals successfully</li> <li>▪ Steadfastly pushes self and others for results</li> </ul>
<i>Time Management</i>	<ul style="list-style-type: none"> <li>▪ Uses his/her time effectively and efficiently</li> <li>▪ Values time</li> <li>▪ Concentrates his/her efforts on the more important priorities</li> <li>▪ Can attend to a broader range of activities</li> </ul>

QUALIFICATIONS
<p><b>ESSENTIAL:</b></p> <ul style="list-style-type: none"> <li>• Driver's Licence</li> <li>• Must be legally entitled to work in New Zealand</li> </ul>
<p><b>PREFERRED:</b></p> <ul style="list-style-type: none"> <li>• Postgraduate degree in sport and exercise science preferred or evidence of equivalent work experience and professional development.</li> </ul>

PERSONAL ATTRIBUTES:
<ul style="list-style-type: none"> <li>▪ Affiliation and interest in cricket</li> <li>▪ Commitment to NZC and WCA values and culture</li> <li>▪ Is passionate about cricket</li> <li>▪ Is a good judge of talent</li> <li>▪ Works on compensating for personal weaknesses and limits</li> <li>▪ Seeks feedback</li> <li>▪ Pursues everything with energy and drive and a need to win</li> <li>▪ Treats all players equitably, doesn't give preferential treatment</li> <li>▪ Keeps confidences</li> <li>▪ Is viewed as bright and intelligent</li> <li>▪ Practices what they preach</li> <li>▪ Requires excellence, does not expect perfection</li> <li>▪ Creates trust and commands respect</li> <li>▪ Motivational and inspiring</li> </ul>

## PERSONAL ATTRIBUTES:

- 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 NZ Cricket
- 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 domestically 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

## Responsible For:

No. of Staff	N/A
Budget	\$ tbc
Revenue	N/A
<hr/> Job holder's Signature	
<hr/> Date Signed	