

Job Description



TITLE OF POSITION:	Regional Strength and Conditioning Specialist (OTAGO CRICKET)
POSITION TYPE:	FULLTIME, FIXED TERM
TEAM:	Otago Cricket Association/NZC High Performance Unit
REPORTS TO:	NZC High Performance Strength and Conditioning Manager & OTAGO CRICKET High Performance Manager
LOCATION:	University Oval, Dunedin
DATE ESTABLISHED:	Updated May 2017

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 seventy 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> <p>Inclusivity Respect Tenacity Optimism Fun</p>

PURPOSE OF THE POSITION
<p>The Regional Strength & Conditioning Specialist's core role is to manage and lead the Otago Cricket Association (OCA) strength and conditioning program, through best practice service provision and direction in alignment with the OCA and NZC high performance strategies.</p> <p>The position is critical in developing; 'Physically capable athletes who understand injury management so they can consistently perform at the intensity of international cricket'.</p> <p>The role will work closely with the OCA identified players, OCA cricket staff, the OCA Physiotherapist, and NZC High Performance staff to co-ordinate the delivery of strength and conditioning services to Otago Volts (male) and wider squad, Otago Sparks (female), and development age group programs under the Otago Cricket Association management. The role will also deliver to NZC identified players based in the Dunedin region.</p>



TASK DESCRIPTION (Primary Responsibilities)	
Key Task:	Expected Outcome:
<i>Core Role</i>	<ul style="list-style-type: none"> • Lead Strength and Conditioning Coach for the Otago Cricket Association. • Strength and Conditioning Coach for the Otago Volts team. • Regional Strength and Conditioning Coach to all NZC identified players of interest including but not exclusively BLACKCAPS, WHITE FERNS, and NZC Central Programs. • Coordinate Strength and Conditioning for the Otago Sparks, Volts Wider squad, and OCA Senior Development Group.
<i>Workload Management and Planning</i>	<ul style="list-style-type: none"> • Planning and implementation of appropriate levels of workload for both short and long term readiness of players, with attention to historical workload data. • Recording and monitoring of player workloads, ensuring regular and effective reporting and discussion with key personnel (head coach, physiotherapist, technical coaches, players).
<i>Best Practice Training Methods and Programs</i>	<ul style="list-style-type: none"> • Implement science driven, evidence based, and evidence informed physical programs that are reflective of a player's Individual Performance Plan (IPP), their long-term goals, and aligned to the OCA and NZC high performance strategies, and campaign plans of the Otago Volts or Otago Sparks. • Development programs should follow the philosophy of the NZC Physical Pathway, and Return to Performance programs should be developed in conjunction with the OCA physiotherapist and ensure the player is fully prepared for return to sport. • Regular review of programs and reflective of playing demand. • Demonstrate interest in maintaining professional competencies. • Engage in a working professional development plan based on both personal and organisational needs for short and long term focus. • Attend, deliver and potentially lead at NZC meetings, forums and conferences.
<i>Research and Innovation</i>	<ul style="list-style-type: none"> • Assist in the development and implementation of key technology, innovation, and training practices for physical preparation that may provide a competitive advantage for both OCA and NZC, including the development and implementation of evidence based and effective recovery protocols.
<i>People Management</i>	<ul style="list-style-type: none"> • Provide ongoing mentoring and development of any HPSNZ/NZC interns or assistants based with OCA.
<i>Physical Profiling</i>	<ul style="list-style-type: none"> • Implement NZC physical profiling to all OCA identified players and players highlighted by NZC on a tri-annual basis, achieving the minimum testing benchmark of 80%, and ensuring all results are uploaded into AMS in a prompt manner. • Implement any OCA physical profiling
<i>Administration</i>	<ul style="list-style-type: none"> • Ensure all relevant information including physical profiling is uploaded to AMS in a prompt manner. • Daily monitoring of player wellness and training data loaded to the Athlete Monitoring System (AMS), with weekly reports provided for all NZC identified players. • Provide any necessary OCA reporting, and attend relevant case management meetings. • Ensure appropriate and effective use of NZC and OCA funding provided for strength and conditioning.
<i>Code and Policies</i>	<ul style="list-style-type: none"> • Comply with the WADA (maintain currency) and NZC Anti-doping policy, and not provide any players with prescription medication without permission from a Medical officer, or any food or sports supplement without approval from the NZC Performance Nutritionist. • Comply with the ICC and NZC anti-corruption policy
<i>Relationship Development</i>	<ul style="list-style-type: none"> • To foster positive relationships with key OCA and NZC staff, and other MA S&C coaches and engage in an environment of sharing information and discussion for the benefit of both OCA and NZC. • Regular communication with coaches, selectors and players at OCA and NZC.
<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"> • following all reasonable health and safety rules and instructions; • taking reasonable care for your own health and safety at work and the health and safety of others; • taking reasonable care that your acts (or omissions) do not adversely affect the health and safety of yourself or others; • co-operating with any reasonable policy or procedure from NZC, including wearing any necessary personal protective equipment and clothing; • 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.

SKILLS AND KNOWLEDGE REQUIRED:	
<i>Technical Skills (Specific Job Skills)</i>	<ul style="list-style-type: none"> • Ability to generate, direct and manage the implementation of cutting edge coaching solutions and programmes • 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 evaluate 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 • 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>Communication</i>	<ul style="list-style-type: none"> • Knows how to communicate effectively with players by establishing clear directions and maintaining two-way dialogue on work and results • Sets stretching objectives • Delivers programmes in a well-planned and organised manner • Brings out the best in people
<i>Health and Safety</i>	<ul style="list-style-type: none"> • Comply with all OCA and NZC workplace health and safety policies, procedures and instructions from managers or local WHS representatives, engage in any WHS health and safety training and consultation, and report any incidents.
<i>Work: Life Balance</i>	<ul style="list-style-type: none"> • Manages an effective balance between work and personal/family life through efficient use of time and understanding of task importance.

SKILLS AND KNOWLEDGE REQUIRED:	
<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
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) 	
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/Human Movement) • Accreditation in Strength and Conditioning (ASCA Level 2, UKSCA, CSCS) or working towards it. • Full NZ Driver's Licence • Current first aid (specifics in head related management if possible) • ISAK Level 1 Anthropometry • 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. • ASCA Level 3 Accreditation 	
PERSONAL ATTRIBUTES:	
<ul style="list-style-type: none"> • Commitment to NZC Values and culture • Is passionate about cricket • Is a good judge of talent • Seeks feedback and works on self-development • Displays energy and drive and is results-focused • Listens and pays attention to players and treats them equitably • Keeps confidences, creates trust and commands respect • Requires excellence, does not expect perfection • Motivational and inspiring; practices what they preach • Provides consistent messages to players and is always honest with the team • 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 • Personal drive and initiative of a self-starter, and the passion required to inspire others 	

Job Description



SKILLS AND KNOWLEDGE REQUIRED:

- 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)	N/A
Internal Relationships	Players OCA High Performance Team NZC High Performance team NZC Performance Nutritionist
External Relationships	NZCPA HPSNZ Internships Other service providers

Signature of Job Holder

Date signed