

National Head Coach

ABOUT SWIMMING NEW ZEALAND

Swimming New Zealand (SNZ) is the National organisation that represents competitive pool and open water swimming - helping to ensure every New Zealander swims to their potential. Through its membership of Aquatics New Zealand, New Zealand is affiliated to the Federation Internationale de Natation (FINA) and the NZ Olympic Committee (NZOC). Swimming New Zealand also has an active role in the promotion of water safety, learn to swim, education and certification of swimming instructors and swim schools. Swimming New Zealand is a Core member of Water Safety New Zealand.

The vision for the New Zealand Swimming High Performance Strategy 2013-2020 is for inspirational swimmers, exciting the nation through exceptional results, with a mission to create a sustainable high performance environment that systematically produces world class performances.

This is achieved through:

- World class coaching
- Strong team culture
- Strong team leadership and direction
- Integrated athlete pathway
- Podium results
- Athlete role models

NATIONAL HEAD COACH

Reporting to the High Performance Director (HPD) the National Head Coach will lead the development and implementation of the programme to prepare the AquaBlacks to be successful on the world stage, working towards Swimming New Zealand's vision and mission as established in the High Performance Strategy 2013-2020.

To achieve this, the National Head Coach will:

- Lead the daily performance environment, technical direction and operational standards for the National High Performance Centre (NHPC) athletes based at the AUT-Millennium Institute within the framework established through the High Performance Strategy 2013-2020.
- Promote the overall strategic coaching direction of the High Performance programme including mentoring coaches as identified by the High Performance Director.
- Provide a single point of accountability in the preparation of the AquaBlacks for pinnacle events, especially for Olympic Games and the FINA long course Championships.

This is a significant High Performance role and we are looking for an outstanding candidate with substantial experience in a world class high performance swimming programme with extensive coaching experience at World and/or Olympic level. The ideal candidate is well connected internationally and has strong and credible relationships with key individuals in those programmes.

To be considered for this role you will need to be a dynamic leader with energy and an ability to swiftly build relationships and credibility with international level athletes, coaches and stakeholders. You will be highly motivated and target-orientated individual who has a passion for achieving elite success and comfortable being measured by your results. Your excellent planning, organisational and interpersonal communication skills will allow you to form effective working relationships with a variety of performance staff, athletes, parents, external stakeholders and partner organisations.

Consideration for this role will be given to a resolute coach with innate capacity to lead New Zealand's leading elite swimmers and coaches in a demanding high performance environment.

KEY ACCOUNTABILITIES

The key accountabilities of the National Head Coach position are:

High Performance Programme - Leadership

- Contribute to setting the strategic and operational direction for the Swimming New Zealand's High Performance Strategy 2013-2020.
- In conjunction with the HPD, develop a performance culture that encourages swimmers and coaches to aim for excellence and maximise their talents.
- In conjunction with the HPD and High Performance Development Coach, ensure all development programmes and initiatives align with the High Performance Programme and NHPC.
- Support and assist with initiatives that enhance the SNZ High Performance Programme, including opportunities to improve the profile of SNZ, its sponsors and supporters.
- Proactively provide input into appropriate forums and committees of Swimming New Zealand and High Performance Sport New Zealand (HPSNZ) that will enhance the operation of the High Performance Program and National High Performance Centre.
- Contribute to and/or prepare reports for the CEO, HPD, High Performance Sport New Zealand, the Board of Swimming New Zealand and other relevant stakeholders as required.
- Propose long term strategies to maximise the development of the competitive capacity of the AquaBlacks.
- In conjunction with the High Performance Advisory Committee ensure fluent communication with coaches not based at the NHPC, but directly responsible for preparation of AquaBlacks, to allow effective collaboration and promote engagement and accountability.
- Lead the National Senior Team on international and domestic camps and competitions.

National High Performance Centre

- Manage training standards according to performance expectations.
- Provide personal attention to every individual athlete with regard to all aspects related to their preparation to deliver on the world stage.
- Deliver planned, structured individualised training sessions.
- Debrief training sessions and cycles with individual athletes as required by providing timely and appropriate feedback on performance and reinforcement of effort and progress
- Implement a challenging performance environment on camps as well as at the NHPC.
- Design, implement and monitor individual performance plans (IPP) for the athletes of the NHPC squad according to the agreed strategies and the specific needs of the individual swimmers.
- Lead and manage an elite international standard Sports Science Sport Medicine programme in conjunction with High Performance Sport New Zealand that challenges support staff's thinking and encourages them to devise avenues in their field of expertise that improve swimmers' preparation and enhances performance.
- Make relevant connections to Clubs and coaches with identified swimmers at all levels of the talent pathway.

Elite Coach Development and Education

- Manage and mentor Swimming New Zealand's HP Programme Coach.
- Assist with coach education programmes where appropriate including, dissemination of sports science and sport medicine research findings to the high performance coaching network.
- Play a key role in the implementation of the Swimming New Zealand coaching strategy.
- Build and maintain effective relationships with SNZs high performance coaching network, including one to one peer level coaching to senior performance coaches as identified by the High Performance Director.
- Promote the High Performance Strategy 2013-2020, so that it is understood and supported by the coaching network.

Administration

- Liaise with the HP Administration and Operations Manager and HP Operations Coordinator to ensure that the required information to organise trips to competitions and camps is provided accurately and on time.
- Ensure that swimmers are informed of the protocols and procedures of the NHPC and the National Team as well as selection policies, etc.
- Produce Individual Performance Plans (IPP) and quarterly performance reviews for the NHPC swimmers.

SELECTION CRITERIA

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the National Head Coach role will require a range of personal and professional skills, including:

Experience

- Extensive experience in coaching swimming at World and / or Olympic level and of leading support services, coaches and athletes in a high performance environment.
- Experience leading teams to international competitions.
- Leadership and management experience with significant exposure to high performance swimming issues and solutions.
- Evidence of successfully and positively working with diverse stakeholders in and out of the training environment.

Knowledge

- A recognised High Performance coaching qualification.
- A thorough understanding of swimming as well as coaching swimmers at an elite level.
- A thorough understanding of swimming training including periodisation, skill acquisition, dry-land training, workout design, hypoxic training, test design and interpretation and anything related to preparing swimmers at the high level.
- An understanding of athletes' motivation strategies.
- An understanding of sports science in all aspects related with swimming performance.
- Broad knowledge of national and international swimming sporting organisations.

Skills

- An ability to motivate elite athletes and skilled professional staff, in a performance focused environment.
- Good communication skills
- Strong time management and organisational skills.

Leadership Competencies

- Implements a challenging training environment based on high expectations and uncompromising training standards.
- Communicates with key stakeholders in a way that promotes engagement and commitment and builds strong relationships.
- Continually seeks and takes on feedback and understands the impact their behaviour has on others.
- Provides a clear sense of direction to the athletes and has the ability to get their full commitment to the programme.
- Is a role model to other New Zealand coaches.
- Experienced in one-to-one peer level coaching and mentoring.
- Conveys an image that is consistent with the organisation's values.

Operational Accountability

- Acknowledges this position's leadership role and understands the responsibility that entails.
- Makes objective performance reviews, draws relevant conclusions and proposes action.
- Leads national teams at international camps and competitions and understands the responsibility of representing NZ abroad.
- Understands this position's role in the pathway of the athletes being coached and acknowledges the contribution of past coaches as well as the support of swimming clubs.

Relationship Management

- Demonstrates decisiveness and action in the management of issues as they arise.
- Tailors behaviour, approach, strategy and messages appropriately to varying situations.
- Maintains a humble and close relationship with athletes based on mutual respect and discipline.
- Demonstrates excellent communication skills especially when promoting ideas to others.
- Is able to build and maintain positive working relationships with people at all levels within the SNZ sector, including forming successful relationships with key stakeholders and influencers both within and outside of SNZ.

KEY RELATIONSHIPS

Internal

- CEO
- High Performance Director
- HP Development Coach
- Coaching Staff
- Administration & Operations Manager
- Operations Coordinator
- SNZ Selectors and Team Manager

External

- AquaBlacks coaches
- AquaBlacks athletes
- High Performance Sport New Zealand
- New Zealand Olympic Committee

TERM OF CONTRACT

This is a full time position with the initial contract term to 24 February, 2017 at which time an extension option will be available, subject to available funding and outcome of the 2016 High Performance Review with High Performance Sport New Zealand.

HOURS

This is a full time position. Due to the nature of the role, weekend work and extended hours will be required.

LOCATION

The position is located at Swimming New Zealand's temporary offices in Rosedale, Auckland. Upon completion of the Sir Owen G Glenn National Aquatic Centre at AUT Millennium in July 2015, Swimming New Zealand will relocate its head office to the new pool and office facility on Auckland's North Shore. Regular travel throughout New Zealand and internationally will be required (up to 10-12 weeks per year).

REMUNERATION

An attractive remuneration package typical of a National Head Coach will be available to the successful candidate, depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

WEBSITE

Swimming New Zealand has a comprehensive website at which includes information and news items on all facets of its activities, services and programmes.

The website address is www.swimming.org.nz

TIMELINES - IMPORTANT INFORMATION FOR CANDIDATES

Applications close for the National Head Coach on 8 May 2015. First round interviews are scheduled for 15 May 2015, with second round (if applicable) for the week commencing 25 May 2015. The successful candidate would not be expected to commence duties until approximately late September 2015. At the time of applying candidates are invited to indicate their availability and required notice period.

APPLICATIONS

Swimming New Zealand will be screening immediately from the date of opening applications.

Preferred Format: As a guide only, Swimming New Zealand prefers a 2-page letter of introduction and an accompanying CV of no more than 6 pages, merged as one MS Word file.

This information should be sent electronically to info@swimmingnz.org.nz with the subject identifier of the email to be formatted as follows:

National Head Coach - Swimming New Zealand <<Your Name>