



Position: Community Softball Lead (Full time / Fixed term)
Reports To: Chief Executive
January 2024

Softball New Zealand is the governing body. Today Softball NZ oversees 21 Associations, 125 clubs with an approximate membership of 25,000. Softball NZ has a regulatory or sanctioning function providing Softball opportunities to its membership.

Softball NZ's Purpose

To be a leading sport on and off the diamond.

- Lead the development of Softball and the implementation of softballs strategy
- Enable associations and clubs to contribute to softballs vision
- Partner with groups and organisations that align with and create benefits for softball
- Manage our national teams and programmes
- Support development at community level; and
- Invest to support the development of softball

Purpose - Community Softball Lead position

- Key liaison point with associations
- Develop and implement a strategy to engage schools to grow grassroots participation
- Accountable for the oversight of the Balance is Better initiative
- Connect and collaborate around Balance is Better principles
- Better connected and informed regionally/nationally network
- Cultural understanding is embedded and promoted throughout the network
- Identify and address barriers to participation in Softball
- Improve systems to collect and analyse information
- Undertake other duties as required to meet team and organisation objectives

KEY ACCOUNTABILITIES SPECIFIC TO THE ROLE

Grow Grassroot Participation	<ul style="list-style-type: none">• Connect and liaise with key contacts at each association.• Develop and implement a strategy to engage with schools to grow grassroots participation.• Assist with resourcing 'Have a Go' initiatives with identified key influences to build participation.
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	<ul style="list-style-type: none"> • Support new coaches with available training resources to foster their development. • Celebrate success within each initiative.
Stakeholder Engagement	<ul style="list-style-type: none"> • Foster and develop sound relationships with associations and other key stakeholders including Regional Sports Trusts. • Promote and support Balance is Better initiatives into local associations. • Develop resources that promote a deeper awareness and application of Balance is Better principles. • Cultural understanding is embedded within the organisation and promoted throughout the network. • Identify and address barriers to participation in Softball. • Promote Softball NZ events and other initiatives throughout the network.
Improve systems	<ul style="list-style-type: none"> • Arcuately record statistics with timely report. • Implement process improvements for better capture of relevant information. • Effectively interpret data to support the grow of grassroots participation.

KEY RELATIONSHIPS

- Associations, clubs and schools
- Sport NZ
- Regional Sports Trusts
- Funders and Sponsors

DIMENSIONS

No reporting employees

GENERAL COMPETENCIES

- Proven leadership and autonomous success
- Softball empathy
- Significant and proven coaching experience
- Ability to work with diverse stakeholders and build successful win/win working relationships
- Willingness to take ownership
- A willingness to challenge and be challenged, able to listen

- Strategic capability, able to think outside the square
- Sound business judgment and decision making capability
- Strong written and verbal communication skills
- Ability to deal with a high level of public scrutiny
- Identifies new ways to grow the business
- Incorporates innovation and creative ideas into future business plans

PERSON SPECIFICATION

The Community Softball Lead will ideally have:

Experience

- Significant proven experience in game development, ideally softball
- Experience in project and stakeholder management
- Experience in dealing with external stakeholders
- Experience with online and new media initiatives

Knowledge

- A knowledge of a sports environment
- Appreciation of the Balance is Better principles
- Knowledge of database management
- Preferably some knowledge of programme development

Skills

- Very good communication skills
- Strong time management and organisational skills
- An ability to work as part of a team
- Strong negotiation skills
- Strong relationship management skills
- Strong database skills