



JOB DESCRIPTION

POSITION TITLE: New Zealand Developing Sox (Boys) Head Coach
REPORTS TO: GM – High Performance
DATE UPDATED: January 2024



The New Zealand Developing Sox Teams are part of the Softball New Zealand (SNZ) development pathway and in line with the junior and senior high performance programmes. The key focus for the Developing Sox programmes is the preparation and development of under 15 athletes toward future winning performances for the senior national men's and women's teams on the international stage.

The Developing Sox Boys Head Coach in conjunction with the greater high performance programme will lead the planning, coaching and support to selected athletes through a program of camps and competitions; specifically a short development camp prior to competing in the 2024 Easter Classic in Auckland, Friday 29 March – Monday 1 April (Over Easter Weekend).

A. PRIMARY JOB PURPOSE

The role of the Softball New Zealand Developing Sox Team's Head Coach is to:

- Hold the position of Convenor of Selectors, in compliance with the national selection policy and framework,
- Prepare and coach the New Zealand Boys Developing Sox Team,
- Ensure a training program appropriate for the continued development of the athletes selected as members of the New Zealand squad / team,
- Lead and manage a group of Team Officials as appointed,
- Culture & Leadership; This has emerged as one of the key priorities of the programme. Develop future leaders, environment that encourages and supports performance development.

B. JOB RESPONSIBILITIES

- In conjunction with the Assistant Coach, prepare strategies and tactics for the team,
- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance,
- Ensure that all members of New Zealand Boys Developing Sox team attain maximum skill levels and are totally prepared, mentally and physically,
- Assist, where possible with the regional development and preparation of the players, prior to the departure for any pinnacle or international competition,
- Maintain a regular dialogue with the Assistant Coach, Team Manager and support personnel,



- Have a detailed knowledge of the Softball New Zealand Media Policy and other policies designed in support of New Zealand teams,
- Liaise with the appropriate Regional Associations coaches and Regional Softball Associations in the supervision of programs specifically set for members of the squad,
- Prepare a full report to the Softball New Zealand CEO at the conclusion of any pinnacle or international event.

C. ISSUES AND CHALLENGES

- Keeping abreast of state of the art initiatives in softball and athlete preparation,
- Ability to operate in a frequently changing environment and to act unsupervised,
- Maintain communication links with all key stakeholders.

D. DECISION MAKING AND ACCOUNTABILITY

- Identification of talented players and recommendations to the New Zealand selectors,
- Assessment of on-going performances and assisting in the selection of players for various games,
- Decisions relating to the overall technical direction of the program.

E. JOB DIMENSIONS

- Management of assistant coach(s), specialist coaches and sport science personnel from time to time.

F. KEY PERFORMANCE INDICATORS

- Improvements of athletes skill, strength, fitness and technical/tactical appreciation of softball,
- Holistic development of athletes (sporting, personal, career and educational),
- Feedback from Softball New Zealand (annual appraisal) and regional softball associations,
- Athlete development of positive attitudes to training, competition and lifestyle.

G. JOB HOLDER REQUIREMENTS

- Completion of Softball NZ Development and Performance Coach Accreditation modules,
- A minimum of 2 years' experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball,
- Understanding of the standards and demands of national / international level sport,
- An innovative and energetic style,
- An understanding and empathy for the needs of elite athletes,
- Demonstrated success in managing individual differences and group dynamics,
- The ability to work as part of a team.

H. Remuneration

This position is not remunerated and all reasonable expenses when in camp and on tour will be met by Softball New Zealand.