

## JOB DESCRIPTION

**POSITION TITLE:** New Zealand Junior White Sox Assistant Coach  
**REPORTS TO:** Head Coach / Softball NZ  
**DATE UPDATED:** January 2023

---



The New Zealand Junior White Sox (JWSX) are part of the Softball New Zealand (SNZ) player pathway and in line with senior high performance programmes.

The key focus for the JWSX programme is the preparation and development of under 18 athletes toward future winning performances for the junior and senior national women's team on the international stage.

The JWSX Assistant Coach will assist the Head Coach in the planning, coaching and support to selected athletes culminating in a number of camps and competitions including the 2024 WBSC World Group Stage Qualifier and the WBSC U-18 World Cup 2025 if applicable.

### A. PRIMARY JOB PURPOSE

The role of the JWSX Assistant Coach is to:

- Assist in the implementation of coaching and development programme that provides the correct preparation and planning for international events.
- Assist the head coach to ensure that all members of the New Zealand Junior Women's team attain maximum skill levels and are totally prepared, mentally and physically, for the international events.

### B. JOB RESPONSIBILITIES

- Assist in the recommendation of sufficient international competition to develop team cohesion and ability at the highest level.
- Prepare strategies and tactics to compete against all varieties of international competition.
- Identify coaching resources that will be beneficial to the team and individual performance.



- Implement values and responsibilities that will ensure discipline and appropriate behaviours in the New Zealand team performance.
- Establish and monitor individual skills programme for each athlete.
- Monitor and review the Sport Science and Sport Medicine programme for each athlete and take any action required to maximise the value of the programme.
- Provide and conduct a series of skills clinics at National level and Regional level.
- Monitor and review each team member's performance on a monthly basis.
- Maintain a regular dialogue with the Head 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.

### **C. ISSUES AND CHALLENGES**

- Keeping abreast of state of the art initiatives in softball and athlete preparation.
- Significant domestic and international travel.
- 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 to various teams.
- Decisions relating to the overall technical direction of the programme.

### **E. JOB DIMENSIONS**

- Assist in the management of specialist coaches and sport science personnel.
- Assist in the management of the programme budget within guidelines.

### **F. KEY PERFORMANCE INDICATORS**

- Successful performance at the WBSC Junior Women's Qualifier and World Cup.
- Improvements of an athletes' skill, strength, fitness and technical/tactical appreciation of softball.
- Holistic development of athletes (sporting, personal, career and educational).
- Identification and use of state of the art initiatives in the programme.
- 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**

The primary requirement in selection for the Assistant Coach position is demonstrated success as a coach, appropriate experience in the holistic development of young people, programme management and leadership.

- Completion of Softball NZ Development and Performance Coach Accreditation modules.
- A minimum of 3 years' experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball.
- A well-developed knowledge of the New Zealand high performance sporting environment.
- An understanding of the standards and demands of national / international level sport.
- An innovative and energetic style.
- The capacity to identify and select potentially elite athletes.
- An understanding and empathy for the needs of elite athletes.
- An understanding of the concepts of Sports Science/Sports Medicine and the ability to incorporate them into training programmes.
- Demonstrated success in managing individual differences and group dynamics.
- Sound financial, interpersonal, communication and administration skills.
- Time management skills, an acceptance of irregular and long hours of work, and capacity to travel domestically and overseas for extended periods.

## **H. Remuneration**

This position is not remunerated, and expenses will be covered within the agreed programme.