

Coaches' Manual

Coach Job Description

Overview

At Volleyball New Zealand we expect the highest standards from our coaches whilst working with their teams. Having already signed our coach contract we expect you to adhere to that agreement and ensure a positive outcome from training camps and tours. This document outlines Volleyball New Zealand's expectations of you, as a coach of one of our national teams. It also outlines the roles and responsibilities for the role of National Team Coach

Purpose of the role of National Team Coach

Our national programmes are designed to develop New Zealand Volleyball athletes who can perform to the best of their ability consistently. Our National Team Coaches play a significant role in helping to achieve this goal. The purpose of the National Team Coach is to create an environment that inspires, challenges and develops their athletes to be better. It's important we outline what we mean we say 'their athletes'.

Volleyball New Zealand's belief is that, particularly for our age grade national teams (U17-U20)

As many as possible, as long as possible, in the best possible environment

What this means for our national coaches, is that we want to give as many of our talented athletes as many training opportunities and chances to develop as we can, before we select squads for key events like Asian Champs. This will allow us to develop a wider base of players who are at a level to represent New Zealand. It also gives cover in case athletes get injured, or have to pull out of teams. So our national team coaches need to potentially shift their thinking from having a squad of 12, to having a larger squad (20+) that is trimmed down for key events.

Time commitment of a National Team Coach

As well as the training camps and events that are in the calendar in this pack, Volleyball NZ wanted to make you aware of the following:

Volleyball NZ want to remove as many barriers as possible for athletes to be selected for our national teams. We want the best athletes to be able to be picked. One of the barriers to selection is cost to attend various training camps and/or selection camps. Therefore, it's imperative that our national coaches are available to attend key events throughout the Volleyball NZ calendar (for example, NZ Secondary Schools, Provincial Champs, Club Champs). If they can't attend these events in person, they need to make plans to be able to watch the athletes performing through video and utilising selectors who can be there in person.

The role of the coach has shifted from a role that's only concerned with what happens at training and at events. Volleyball NZ expect our coaches to engage with their athletes regularly through their campaigns. This can be across a variety of formats, both in person and using technology.

We also expect that our coaches are taking the time to give individual feedback to their athletes throughout their campaign. This will help provide clarity to athletes on their current performance and area of growth.

We realise all of this takes time, and we are asking more of our national coaches than perhaps we have before. However, we believe this is important in continuing to evolve how our national teams operate, and will continue to drive standards higher.

Your development as a National Coach

VNZ recognise it's equally as important to develop our coaches, as it is our athletes. We will work with you throughout your time as a national coach to help you develop your coaching skills. The first step in this process will be to create a personal development plan. This development plan will be a working document for you as you go through your campaign, helping you to develop key skills while you're coaching an NZ team. You will also have regular catch ups with VNZ throughout your campaign which will be a chance to connect, to plan, to debate and discuss various things that have come up. Formally, there will be a minimum of two of these catch ups per year, but if you would like these to be more frequent on an informal basis that can be arranged.

What we expect of a National Team Coach

You will:

- Be self-motivated, able to work independently and as part of a team
- Demonstrate an ability to exercise sound judgment, observe confidentiality and use discretion when making selections and giving feedback to athletes
- Commit to creating a positive, demanding, inspiring team environment
- Ensure you communicate effectively with all athletes, parents and VNZ at all times
- Align to VNZ's vision and values at all times
- Build rapport with your athletes to gain trust and respect
- Convey a positive public relations image always, including the use of social media
- Undertake an annual Individual Performance Appraisal which will be a determining factor in the continuation of the appointment

Roles and responsibilities of a National Team Coach:

- Prepare a two year campaign plan and coordinate its delivery with the athletes and coaches in relation to the physical, technical, mental and tactical development of NZL Squad/Team athletes
- Deliver all training camps and events for your team
- Attend VNZ events to observe athletes in action so you can select, give feedback and build relationships with your athletes
- Communicate and provide regular feedback to athletes in your team, or who may be close to making your team
- Consult with VNZ to confirm the training and events calendar which prioritises cost/benefit consistent with achieving the highest outcomes possible at key events
- Prepare and travel with the team to internal and international commitments

- Assist in the preparation of annual and event specific budgets for approval
- Provide information, statistics and reports as required to VNZ. This includes selection meetings with other VNZ National Team Coaches
- Take part in reviews and provide feedback to VNZ about volleyball in New Zealand generally, and about the pathway for talented volleyball players
- Monitor and communicate with NZL players based in New Zealand and overseas

Professional and technical capabilities of a National Team Coach:

- Proven and effective leadership and communication skills including a capacity to liaise with a wide range of people
- Ability to use performance analysis software and other technology to enhance athlete and squad/team progression
- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments for Volleyball
- In-depth understanding and application of the principles of coaching (pedagogy), including feedback, questioning, training design and the ability to connect with your athletes
- Well-developed interpersonal and people management skills
- Strong attention to detail
- Excellent presentation skills



Junior Indoor Programme 2020-2022															
Events	Indoor														
	2020			2021											
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Open trials for Junior Team	✓														
Selections for Junior Squad Training Programme 2021			✓												
NZSSC						✓									
Squad Training Camp following NZSSC						✓									
Selections for NZ Junior Squads							✓								
IPC									✓						
Training Camp following IPC									✓						
Internal competition or AIVC 2021										✓					
NZ Club Champs													✓		
Open trials for Asian Champs Squad													✓		
Squad named for Asian Champs															✓
				2022											
				Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
NZSSC						✓									
IPC									✓						
Squad Training camps									✓						
Asian Champs										✓					
NZ Club Champs													✓		