

## JOB DESCRIPTION

### Volleyball New Zealand – Junior Development Coach

<b>Position Description</b>	NZL Junior Development Coach
<b>Positions of Reporting</b>	VNZ Chief Executive Officer
<b>Term</b>	2-year contract – 2021-2022 (with 2-year extension option)
<b>Salary</b>	Voluntary

#### Overview

Volleyball New Zealand (VNZ) is a National Sporting Organisation committed to leading, developing and supporting volleyball across New Zealand. Our vision is for an athlete identification and development system that underpins our NZL Performance programme, creating a pathway to our High-Performance teams, competing on World, Asian and Oceania stages. Our National Team Head Coaches are entrusted to drive that vision.



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### **Purpose of the Role**

The NZL Junior Development Coach will support the Junior Programme coaches with implementing a training and performance programme for Junior Development athletes. The Junior Development Coach will be considered “Head Coach” of a Development Team and work with other appointed coaches to implement the VNZ Athlete Development and High-Performance Strategy, with the outcome of leading and contributing to an athlete development pathway that inspires, and is manageable and sustainable.

### **Key Requirements and Outcomes**

#### **Requirements**

- Self-motivated, able to work independently and as part of a team
- Demonstrates an ability to meet competing demands through effective prioritisation around athlete development in a results oriented environment
- Demonstrates an ability to exercise sound judgment, observe confidentiality and use discretion and initiative
- Ability to work irregular and long hours, and capacity to travel domestically and internationally for an extended period
- Commitment to a challenging, demanding, spontaneous and “out of hours” working environment.
- Willingness to promote and role model the VNZ values of transparency, accessibility, knowledge sharing, fairness and is committed to contributing to positive organisational culture and continuous improvement
- Have a sound, performance level coaching background in volleyball



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- Able to communicate effectively with all stakeholders and to demonstrate an ability to adapt interpersonal styles to meet the needs of the situation and people.
- Show leadership and the ability to engage with VNZ High Performance and Performance Coaching team.
- Convey a positive public relations image always.
- Have a NZ Police Check within the last 2 years or be prepared to undergo NZ Police Check prior to appointment
- Undertake an annual Individual Performance Appraisal which will be a determining factor in the continuation of the appointment.

**Outcomes (Strategic)**

- A plan inclusive of internal and international activities, which meets the stated outcomes of the nationally focused development of the program (athletes and coaches are being serviced nationally).
- Work with the National Office 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.
- All High-Performance teams/activities are focused to support the senior teams through the age group programmes and events



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## **Professional and Technical Capabilities**

### **Professional:**

- 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, sports science and technology within a high-performance program
- Well-developed interpersonal and people management skills, especially with athletes and team staff;
- Sound financial and administrative management skills;
- An understanding of the New Zealand sporting landscape, and New Zealand Volleyball within the international environment
- Ability to manage effective working relationships with athletes, colleagues and VNZ
- Strong attention to detail
- Excellent presentation skills
- Strong coaching background and experience



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## Management

- In conjunction with the appropriate VNZ HP and administration staff:
  - Plan and assist management with travel and accommodation requirements and resource needs associated with the NZL Team engagement in domestic and international camps and competition;
- Prepare reports as requested and provision of input into the VNZ's planning and review processes;
- Help coordinate and maintenance of accurate and up to date athlete records;
- Build, develop and maintain relationships with nationally identified NZL athletes currently playing outside of New Zealand;
- Plan and negotiate international opportunities for the team, the athletes and coaches, in coordination with VNZ office
- With the appropriate VNZ staff, plan and conduct regular performance reviews for the NZL Team and other support staff;
- Help with planning and support of professional development opportunities for VNZ coaching staff.
- Representation VNZ nationally and internationally in relevant forums to ensure VNZ is respected and viewed in a professional manner

## Technical:

- Knowledge of the rules in volleyball and technical requirements of international competition and events
- Effective and efficient use of information technology (IT)



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- Preparation of the NZL Team in targeted international competitions, including any preparatory camps and/or training sessions conducted beforehand;
- Select the NZL Team within the bounds of the VNZ selection criteria;
- Provide and co-ordinate technical direction to NZL team athletes;
- Work with a national training 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;
- Conduct occasional coach development seminars and workshops for VNZ as required;
- 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.

### **Qualifications**

- Relevant coaching experience or qualification at a national and international level.
- VNZ recognises that expertise in coaching is a broad field. Therefore, the merits of each individual will be assessed using criteria which examine a range of competencies exhibited.

