

Position Title	Head Coach - Northern Māori Emerging Rangatahi (Tāne)
Organisation	Northern Districts Cricket (ND)
Employment	Fixed Term Contract
Date	September 2024 - April 2025
Reports to	ND Pathway & Talent Manager
Key Internal Relationships	ND Staff, ND Pathway & Talent Coaches, ND GM Community, Team Operations Lead
Key External Relationships	ND Community Staff
Primary Purpose	To lead the planning, preparation and delivery of the Northern Māori Emerging Rangatahi coaching programme for the season.
Location	Remote <ul style="list-style-type: none"> - Pre-tournament trainings (where applicable) - Attendance at the ND Emerging Rangatahi Tournament: December

1. Technical and Personal Competencies

- Ability to create and support clear individual and team plans relating to tournament cricket opportunities.
- High level ability to drive self-reflection and reflection in others to ensure learning in both formal and informal settings.
- Leadership and presence that connects and engages people.
- Ability to shape and nurture a team culture that allows players to perform at their best.
- Strong relationship building skills that promote effective communication and high-level emotional intelligence.
- Demonstrated knowledge and understanding of te ao Māori, including tikanga Māori and te reo Māori, or a commitment to gaining this knowledge through ongoing learning and engagement.
- An understanding of Te Whare Tapa Whā model of hauora.

2. Key Responsibilities

- Lead the planning, preparation and delivery of the programme.
- Assist and contribute to the creation of an inclusive and safe learning environment that has clear expectations and behaviours which promote the development of players holistically.
- Regular interaction and communication with players and staff to develop strong relationships across the environment.
- Contribute to the selection process of the Māori Emerging Rangatahi squad as required.
- Support the delivery of kaupapa Māori activities and initiatives.

3. Performance Indicators

(a) Shape the Environment

- Pull people together, build alignment and a cohesive yet challenging culture across the environment.
- Build strong connections through empathy, vulnerability and meaningful communication.
- Be an agent of change, with strong presence that leads the changing of attitudes, behaviours and standards which are required for Northern Districts Cricket to lead cricket in New Zealand.
- Foster respect for individuals, programme, environment and broader cricket objectives across the region and the country.
- Embrace the opportunity to positively influence the cultural norms and expectations across Northern Districts Cricket.

- (b) **Build Relationships**
- Provide strong leadership built on deep connections established across all staff and players both within Northern Districts and our District Associations. This includes being open and showing vulnerability in the way you lead.
 - Demonstrate genuine and enduring interest and support of people's lives beyond cricket.
 - Influence key stakeholders beyond players and coaches to support the journey.
 - Be an agile leader who can adapt style and approach to get the best from different types of people and situations.
 - Engage and develop strong relationships across the coaching and management team that allow for strong collaboration and connection, whilst promoting the ability to challenge appropriately.
 - Build relationships with whānau.
- (c) **Technical Craft**
- Lead the environment in the implementation of cricket specific plans and skill acquisition.
 - Educate players around the technical and tactical elements relating to all formats of cricket.
 - Facilitate the individual development of players and their skill sets to support their formal performance plans. Strong focus on identified skill set as part of the overall coaching plan.
 - Bring an innovative mindset to coaching that allows you to work in alignment with the NDCA philosophy and provides a challenging yet enjoyable environment.
 - Utilise developments in intelligence and trends to inform plans and key decisions. Ensure that key focuses are measurable to provide continual reflection and feedback relating to progress and performance.
- (d) **Learn and Reflect**
- Promote and exhibit a solutions-based approach to challenges that present themselves.
 - Engage in regular mature self-reflection to manage self, situations and others in a complex cricket environment. Leading through example the importance of quality reflection and the skills associated with the practice.
 - Rely on your strong set of personal values and leadership philosophy to lean-in and positively impact in challenging settings across individuals and the environment.
 - Foster continuous improvement through regular monitoring, reviews and problem solving.
 - Engage and support learning opportunities across the region.
 - Ongoing learning and engagement in relation to te ao Māori including tikanga Māori and te reo Māori.

ND Organisation Values

- **Stronger Together**

Connection is important to us. We go out of our way to create relationships across our community. We champion diversity and inclusion through our actions and language. We demonstrate our respect by helping one another, challenging in the right way and celebrating wins.

- **Build on our Foundations**

Our 'go to' mindset is improvement, whilst respecting our history. We never settle. We seek knowledge and take responsibility for our own growth. We are brave enough to share our own thoughts and ideas whilst actively listening to others.

- **Play Our Way**

We take the courageous route in all we do. The easy option is NOT an option. We bring the right attitude and energy everyday. There is care in what we do. We enjoy ourselves and take responsibility for creating a positive environment. We take a leadership stance. We are bold and want things to happen 'here' first.

