

NORTHERN DISTRICTS CRICKET ASSOCIATION (INC)

JOB DESCRIPTION

JOB TITLE

Pathway & Talent Coach - Northland

PURPOSE

- Provide direction and leadership as part of the ND coaching team across both Pathway and Talent programmes.
- Structure and coach an annual regional Pathway programme for male and female athletes which provides holistic athlete development.
- Contribute to the delivery and coaching of high-level Talent development within the ND Talent programme.
- Support the identification of local Coaches for competition and/or tournament coaching opportunities across local Pathway teams.

SPECIFIC DUTIES & RESPONSIBILITIES

Pathway Coach (Male and Female Athletes and Coach Development)

- Lead and manage an annual regional Pathway programme that contributes to the development of athletes across all pathway programs.
- Provide individual and group coaching within pathway programmes to enhance player and coach development within the region.
- Appoint and support local coaches for competition and/or tournament coaching opportunities across Pathway teams, and support the improvement of coaching environments in club/school settings.
- Support selection process (if required) for Pathway squads and tournament teams.
- Deliver revenue generating opportunities within 'Pre-Pathway' and Pathway environment - holiday programs, skill programs, etc.

Talent Coach (Male and Female Athletes Aged 16+ Years)

- Contribute as part of a coaching team to the design, development and delivery of a high-level talent program that is aligned to the critical success factors outlined in talent programs by New Zealand Cricket.
- Lead the delivery of talent programs to identified male and female players in the Counties Manukau region, and provide expertise to the wider ND program as part of the coaching team.
- Facilitate the individual development of all ND Talent Identified players in the Counties Manukau region. This includes ongoing reflection, learning and reporting via the NZC Athlete Management System (AMS) and aligned to the NDCA Player Development Model.
- Contribute to embedding a comprehensive Talent ID and selection system within ND.
- Contribute to an environment that prioritises the development of the individual through strong relationships, regular interaction and communication with key stakeholders.

Operational

- Ensure all activities are aligned with ND Pathway and Talent philosophies, Sport NZ Balance is Better and Sport NZ Keeping Up with the Play philosophies.
- Collaborate with the ND 'Pathway and Talent' team to promote shared learning to improve our system.
- Regular interaction and communication with athletes and staff to develop strong relationships across the environment.
- Deliver and report against an Annual Plan, Budget and targets (Pathway & Talent).
- Support formal annual reflections and review processes across Pathway and Talent.
- Participate in wider organisational activities such as staff meetings and strategy/planning days.

Other

- Other reasonable duties as and when required.

GENERAL DUTIES & RESPONSIBILITIES

- Be punctual and work the hours and times specified.
- Prioritize workload to ensure work of the greatest importance to the business is undertaken with urgency and to a high standard.
- Support and help develop a positive workplace culture.
- Demonstrate excellent interpersonal communication skills.
- Responsibly manage all business resources within accountability levels.
- Undertake all duties and responsibilities outlined in this job description and all other duties as required by the business.
- Comply with all employment obligations.
- Promptly undertake to complete all reasonable and lawful instructions and directions given.
- Serve the business in good faith, promoting and protecting the business's best interests.
- During work time, and such other times as may be reasonably required, dedicate all effort to the execution and fulfillment of the duties, responsibilities, obligations, and instructions related to employment.
- Demonstrate through own actions a commitment to Health and Safety at work when undertaking work or observing others in the workplace.

SKILLS, EXPERIENCE & EDUCATION

Mandatory

- Strong relationship building skills that promote effective communication and high-level emotional intelligence towards all key stakeholders.
- Well-developed interpersonal skills with an ability to motivate, positively influence and build strong internal and external stakeholder relationships.
- Exceptional administrative skills including the ability to multi-task, prioritise work commitments and deadlines, whilst maintaining a strong attention to detail.
- Capable to work independently and as part of a team with the flexibility to interact with a wide range of staff/stakeholders including professional staff and volunteers.
- Excellent presentation and written communication skills.
- Full clean drivers licence.

Highly Desirable

- Relevant Coaching Qualification - NZC Level 2 or higher (or equivalent).
- Sport NZ Coach Developer qualification (or equivalent).
- Experience in community and/or professional sport.
- Demonstrated leadership skills with ability to build effective working relationships.
- Extensive knowledge of player development processes inclusive of talent identification.
- Ability to create enjoyable learning environments.
- Cricket knowledge relating to the technical and tactical requirements of the game.

Teamwork

- Promote positivity and good news stories.
- Respect, promote and develop diversity and inclusion.
- Ensure fair and equitable outcomes for all in the cricket community.
- Manage conflict and resolution in a collaborative way.
- Escalate issues when known a 'no surprise policy', while working on a solution.
- Ensure that the integrity and ethics of the NCA and/or NDCA are never compromised.