



# NORTHERN DISTRICTS CRICKET

<b>Position Title</b>	GM – Performance & People
<b>Employer</b>	Northern Districts Cricket Association
<b>Full-time / Part-time</b>	Full time – 2 year fixed term
<b>Date</b>	April 2018
<b>Reports to</b>	CEO
<b>Reports</b>	Knights T20 Coach, Men’s Head Coach, Women’s Head Coach, S&C Manager
<b>Key Internal Relationships</b>	ND Cricket Board, ND Cricket Staff, Knights’ support personnel, Knights’ Players, Knights’ T-20 Coach
<b>Key External Relationships</b>	NZC High Performance staff, District Associations
<b>Primary Objectives</b>	<p>Lead the development and co-ordination of the player leadership program as well as the coach development cycle to accelerate the learning and growth of the whole playing group.</p> <p>The incumbent will be a member of the Executive team and will work in partnership with the GM – Pathways across all areas of cricket to foster a high performance culture where players and coaches thrive together in pursuit of ND’s strategic objectives.</p> <p>The role will act as a key conduit between the playing group and the coaches to support alignment, open and honest communication and developing systems to enhance strong collaboration and connection.</p>
<b>Location (office)</b>	Hamilton, New Zealand
<b>Remuneration</b>	Structured to attract high quality candidates
<b>Start Date</b>	Negotiable

## 1. Technical and Personal Competencies

### (a) Mandatory

- A history of leading high performing teams or supporting a high performing team
- Strong evidence of an involvement in nurturing a productive organisational culture which helps team members thrive
- Demonstrated in-depth understanding of the on and off field requirements of elite athletes;
- Understanding of the development requirements between transitioning from an age group competition to an elite sports competition
- Demonstrated understanding of the individual needs of athletes when transitioning both into and out of an elite system. This includes the specific needs relating to those athletes transitioning from an age group competition to an elite sports competition.

- Evidence of significant involvement in the construction / implementation of Leadership Development Programs
- Proven personal integrity and leadership experience with demonstrated success in building, developing and managing high performance teams;
- Demonstrated strength in coaching, teaching and communications skills;
- Proven experience in designing and implementing holistic athlete development programs and plans;
- A passion for the development of people
- Demonstrated understanding of Adult learning and a history of helping build individual capability
- Capable of working a wide array of hours with a varying time schedule to suit the seasonal priorities of the cricket seasons
- Capable of championing and role modelling the Club's Values and Behaviours and Players Core Values
- Ability to communicate with elite players of all ages
- Ability to communicate with key stakeholders
- Strong work ethic
- High level of ambition
- Ability to manage staff

(b) Highly desirable

- Elite Level Coaching Accreditation – any sport
- Formal tertiary qualification in either Management, Education, Human Resources, Psychology, Coaching.

**2. Key Challenges / Performance Indicators**

- Produce Blackcap and Whitefern players
- Team Success
- Implementation of a measurable approach to individual development and engagement
- Development and preparation of the next tier of ND players for future individual and team success
- Assist in growing the ND brand and positive relationship with NZC

**3. Key Responsibilities and Accountabilities**

(a) High Performance Strategy and Leadership Development

- Develop and deliver the High Performance strategy for the organisation from talent development through to the Knights and Spirit senior teams.
- Develop and report on annual plans aimed at delivering on the High Performance strategy.
- Embed a high performance cricket culture reflecting the standards required to achieve the targets as set by the Board.
- Identify and recruit High Performance staff members including selectors, coaches and support staff, with the capability to deliver targets as set by the Board.
- Work with and develop High Performance staff members to continuously improve their performance. Connect development plans to succession opportunities and needs within the Northern Districts High Performance system.

- Actively communicate with all contracted ND players.

(b) Elite Player/Coach Development

- Manage the High performance programme to ensure the following tasks are completed:
  - An individualised Player Development Programme that is leading edge.
  - Annual Depth and Trend Analysis on which the Player Development Programme will be based.
  - Develop and keep up-to-date an elite player database.
  - The development and management of a Mentoring Programme for talented players.
- Develop formal recruiting structures and processes to assist with the appointment of the Major Association coaches for high performance teams.
- Develop and manage appropriate Development, Mentoring and Appraisal systems for Northern District's Elite Coaches.

(c) Support Programmes

- Undertake relevant research projects that will assist Northern Districts Cricket to develop leading edge high performance programmes and/or improve the delivery of programmes.
- Undertake any strategic direction or initiative provided by the NZC GM High Performance.

(d) Reporting and Monitoring

- Devise and work within an approved budget for Knights and Spirit programs.
- Provide reports to the NZ High Performance Manager (or other NZC personnel) as required by NZC.
- Provide various end of season reports for the Annual Report.

(e) Other

- Be an active part of the ND administrative team
- Other duties as directed by the CEO