

TITLE OF POSITION: Network Coach

POSITION TYPE: Contract (FTE – 5 months)

TEAM: Canterbury Cricket Association

REPORTS TO: High Performance Manager

LOCATION: Canterbury Cricket Association Offices, Christchurch

DATE ESTABLISHED: August 2019



ABOUT CANTERBURY CRICKET

Canterbury Cricket: leadership, innovation, excellence

Cricket is recognised as New Zealand's premier summer sport and Canterbury Cricket is one of six major associations within New Zealand. The region, includes metropolitan Christchurch as well as 5 district associations.

We achieve our purpose by providing vision, direction and guidance to cricket at all levels of the game throughout Canterbury. We display integrity, respect for the game, ourselves and our people and courage to make decisions.

PURPOSE OF THE POSITION

The Canterbury Network Coach is a five month, full time position that works in the Cricket Performance area of Canterbury Cricket and reports to the High Performance Manager. The role will focus on the strategy, preparation, coaching and development of the Canterbury underage national tournament teams (U19 and U17). There will be an expectation that the Network Coach will also integrate into Canterbury 'A' and potentially Canterbury men and Canterbury Magicians teams assisting in driving the performance, skill level and culture of those sides.

The role will be responsible for:

- Design and implementation of the strategy and direction of underage representative cricket in Canterbury (in collaboration with CCA coaching staff)
- Coaching, transporting and directing the Canterbury U19 and U17 (male) teams for all matches
- Provide clarity and expertise through the programmes ensuring the cricketers get the best chance to develop into quality future First Class cricketers
- Convene the Canterbury U19 and U17 (male) selection panel
- Talent identification and succession planning of our underage players (male and female)
- Assist coaching staff with preparation of Canterbury A and potentially Canterbury men, Canterbury Magicians when required (including providing specialist coaching expertise)
- Assist developing and implementing the culture of excellence in Canterbury cricket coaches and teams

COURAGE RESPECT INTEGRITY



INSPIRING THROUGH OUR GAME

| TASK DESCRIPTION (Prime Responsibilities) | | |
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| Key Task: | Expected Outcome: | KPI's |
| Design and implementation of the strategy and direction of underage representative cricket in Canterbury (in collaboration with CCA coaching staff) | <ul style="list-style-type: none"> • Development of and implementation of Annual Plans for the underage boys/girls programmes that are in line with Canterbury Cricket HP plans • Plan and coordinate the playing and training programmes including budgeting • Coaching and mentoring players on their individual games at trainings • Develop and nurture a Canterbury playing style and objectives with underage Canterbury teams that are in line with HP plans and programmes • Develop programmes that maximise the education and experiences of Canterbury underage programmes | <ul style="list-style-type: none"> • Meaningful contribution to the HP team and when appropriate leading of aspects of the underage programme • Annual Plan development in line with budgets • Contribution to a best practice based HP programme • Contribution to the development and review of succession plans and player retention and recruitment strategies • Meeting budgets |
| Coaching, transporting and directing the Canterbury U19 and U17 (male) teams for all matches | <ul style="list-style-type: none"> • Lead the coaching and support for the Canterbury underage teams (male) • Travel and lead the U19 and U17 (male) teams at the national tournaments • Assist/support the Canterbury U19 (female) team in preparation for and at the national tournament • Development of the Canterbury culture including standards, expertise and playing strategies which promote excellence and success • To act in the best interests of overall team performance at all times – challenge and support the team • To develop players with the future skills and attributes to consistently represent Canterbury and New Zealand | <ul style="list-style-type: none"> • Regular communication with players through the programmes – winter and summer • Expectation of a HP team and opportunities to educate players • Assisting with research programmes that may need support through underage cricketers • Presentation of appropriate data to the team in match and trainings |
| Provide clarity and expertise through the programmes ensuring the cricketers get the best chance to develop into quality future First Class cricketers | <ul style="list-style-type: none"> • Development of Individual Performance Plans (IPP's) for all underage players • Provide leadership and direction to 1st XI Schools and Districts regarding programmes and development plans • Consistent programmes that follow a clear pathway of development • Run the cricket programme for the Lincoln University cricket scholars | <ul style="list-style-type: none"> • IPP's that are continually reviewed for selected players • Lincoln University and Canterbury Cricket partnership maintained |
| Convene the Canterbury U19 and U17 (male) selection panel | <ul style="list-style-type: none"> • Attendance and observation of tournaments, 1st XI school matches, club cricket • Communication with players, coaches and parents regarding playing and training pathways | <ul style="list-style-type: none"> • Selection of underage teams |



| TASK DESCRIPTION (Prime Responsibilities) | | |
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| Key Task: | Expected Outcome: | KPI's |
| Talent identification and succession planning of our underage players (male and female) | <ul style="list-style-type: none"> • Identification of emerging talent • Development of programmes and pathway opportunities for our emerging players • Talent identification based on the NZC sunflower model | <ul style="list-style-type: none"> • Succession planning |
| Assist coaching staff with preparation of Canterbury A and potentially Canterbury men, Canterbury Magicians when required (including providing specialist coaching expertise) | <ul style="list-style-type: none"> • Availability to assist with 'A' and First Class programmes if there are no underage commitments • Use your strength/expertise areas to enhance performance and understanding at elite levels | <ul style="list-style-type: none"> • Performance of players |
| Assist developing and implementing the culture of excellence in Canterbury cricket coaches and teams | <ul style="list-style-type: none"> • Display the attributes associated with personal leadership at all times including the clear displaying of the Canterbury Cricket values - courage, respect and integrity • Contribute to establishing a strong family of cricket through growing and nurturing relationships with our sporting and commercial partners which includes administrators, coaches, cricket fans, sponsors, the media and the Board of the CCA • Assist in the development of and implement programs and systems to ensure sustainable excellence by selected Canterbury cricketers and teams | <ul style="list-style-type: none"> • Direct, honest and integrity based leadership is displayed at all times • Regular attendance & contribution to the CCA staff and stakeholders • Involvement with sporting and commercial partners as required |



| WORKING EXPERIENCE: | |
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| <ul style="list-style-type: none"> • Past involvement with high performing cricketers in late teenage years or early adulthood preferably • Experience of the domestic game and knowledge of the requirements to be successful at this level as a player and a coach • Programme planning and running a high performance programme | |
| SKILLS, KNOWLEDGE AND EXPERIENCE: | |
| Leadership | <ul style="list-style-type: none"> • Strong leadership and interpersonal skills with a demonstrated track record of successful leadership and management of people • Able to provide the vision, energy and passion for Canterbury Cricket so that others follow willingly and in a fully committed way • Able to provide a focus on innovative leadership to create a learning and participative environment • Drives for results and can be counted on to achieve goals successfully • Displays the courage to make decisions • Skills in a culturally diverse environment • Ability to influence others, with excellent team building and collaboration skills • Open to change |
| Technical Skills (specific job skills) | <ul style="list-style-type: none"> • Knows how to communicate effectively with players • Understands the learning process and training principles • Understands the various coaching styles • Understands long term player development • Understands the causes and recognises the symptoms of over training • Understands how to reduce the risk of injury to players • Able to prepare training programs to meet the needs of each player • Able to use evaluation tests to monitor training progress and predict performance • Able to evaluate the players competition performance • Ability to manage and measure work including setting clear objectives and measures and monitoring progress against targets set • Competent in the use of current Microsoft Office Suite products particularly Outlook, Word, Excel and PowerPoint |
| Professional Knowledge | <ul style="list-style-type: none"> • Accredited Coach, ideally NZC Level 3 or international equivalent (or working towards the achievement of this qualification) • Understanding of the cricket landscape within NZ • Strong technical knowledge of all facets of the game of cricket |
| Core Competencies | <ul style="list-style-type: none"> • Self awareness (seeks feedback, challenges own coaching ability, understands the impact their behaviour has on others) • Builds trust (displays empathy, operates with integrity, supports others) • Makes change happen (encourages boundaries to be broken, ensures performance improvements happen) • Gets the best out of others (sets challenging expectations, ensures player learning, customises communication, provides feedback / reinforcement, builds confidence) • Assists to manage the vision and purpose of the HP unit (inspires and motivates, talks about possibilities, is optimistic) • Is cool under pressure (can be counted on to hold things together during tough times, is not knocked off balance by the unexpected, is a settling influence in a crisis) |



PERSONAL ATTRIBUTES & OTHER REQUIREMENTS

- Commitment and alignment to the vision and values of Canterbury Cricket
- Is passionate and enthusiastic about cricket
- Diplomatic and tactful approach and is a good listener
- Articulate and able to communicate with all stakeholders
- Able to plan, organise and prioritise own work to achieve objectives and outcomes to a high standard and within agreed timeframes
- Ability to work under pressure while maintaining attention to detail
- Must be proactive and demonstrate initiative and courage when required
- Capacity and enthusiasm to learn new concepts and tasks and take on additional responsibilities and be open to feedback
- Demonstrates the personal qualities and attributes that will contribute to building effective personal relationships within Canterbury Cricket and external stakeholders
- Strong professional ethics - high level interpersonal and relationship building capabilities
- Exceptional written and verbal communications skills
- Personal empathy and sensitivity to personal issues amongst the player group
- A can-do, team-focused approach with delight at helping others reach their potential
- Current driver's license
- Must be legally entitled to work in New Zealand

Responsible For:

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| No. of Staff | None |
| Direct Reports | Canterbury Assistant Coach |
| Internal relationships | Players, Cricket Performance coaching team, Canterbury Cricket staff |
| External relationships | Players, stakeholders, media, public |

