

## CANOE RACING NEW ZEALAND

### POSITION DESCRIPTION CRNZ PERFORMANCE COACH



#### About CRNZ

CRNZ is the national sports organisation (“**NSO**”) responsible for flatwater and ocean kayaking in NZ. CRNZ’s strategic objectives are:

- *Participation*: to build a large, diverse community of paddlers, coaches and volunteers, participating in a range of disciplines for fun, wellbeing and competition
- *Performance*:
  - HP: NZ Kayakers consistently winning World and Olympic medals;
  - HPAD: A talent pathway that consistently identifies and prepares the right athletes for high performance;
  - Sport: A healthy, vibrant sport providing a pool of talented athletes and opportunities for those athletes to achieve their goals in kayaking.
- *Engagement*: to connect Kiwis with our sport and build a more engaged community through communication and technology

The kaupapa of CRNZ’s performance program is *pursuing our excellence together*. Our program values and seeks to promote courage, accountability, humility, and mana.

#### This Role

The purpose of the CRNZ Performance Coach role is to support athletes and coaches according to the CRNZ performance strategy.

The intention is that these roles will involve coaching both development and high performance athletes, depending on the program and pathway’s needs.

#### Key Relationships

Coaches will maintain and foster effective relationships with the following stakeholders:

- CRNZ coaching team
- CRNZ GM Performance
- Athletes
- CRNZ CEO and staff
- HPSNZ
- NZ kayaking clubs and club coaches

#### Overarching Responsibilities

- *Program* – help to build a world-leading sprint kayaking program in NZ
- *Coaching* – Deliver high quality training under the direction of the CRNZ Lead Coaches, and support athletes to achieve their (and CRNZ’s) development/performance goals
- *Environment* – Help create an environment in which athletes can work towards world-class performance
- *Teamwork* – Work as part of an effective and unified CRNZ team, committed to CRNZ’s team coaching principles
- *Learning* – Actively commit to the pursuit of excellence in coaching

#### Specific Responsibilities

##### Coaching

- Support accurate and consistent delivery of world-class quality training sessions in line with:
  - the training program and principles set by the Lead Coaches;
  - the CRNZ Picture of Performance (PoP) and approach to kayaking development/performance

- the program's shared vision as agreed with athletes and the coaching team
- Lead the development and maintenance of Individual Development/Performance Plans for athletes using the approach set by the Technical Lead;
- Help to prepare athletes to perform at targeted competitions
- As part of supporting ongoing learning in the CRNZ community work with club coaches to enhance their understanding of performance and coaching

#### Technique

- Understand and develop an understanding of the common language of technique according to the CRNZ technique framework
- Understand and deliver technical interventions at the most effective time and in the most effective way to ensure maximum improvement
- Collaborate with relevant HPSNZ support staff to effect positive technical change in athletes
- Work with club and other development coaches to develop their understanding of the CRNZ technical model

#### Data and Performance Analysis

- Collect and analyse training and performance data, assisted by relevant HPSNZ support staff (data collection and analysis will be in line with the existing systems and structures used in the CRNZ program)
- Use data to inform discussion and decisions with athletes and coaches on athletes' progress and training.

#### Performance Environment and Culture

- Work with the GM Performance, coaching team and personal/club coaches to ensure that athletes are engaged and pursuing excellence in their daily habits;
- Strengthen the culture of the program in line with the program's vision, performance direction and principles
- Work with the Lead Coaches, coaching team, personal/club coaches and athletes to uphold the vision and principles of CRNZ and CRNZ squads.

#### Communication

- Work closely with the GM Performance, Lead Coaches and other key personnel with regular updates, communication and information on progress towards completion of tasks and KPIs.

#### Knowledge and Learning

- Understand the CRNZ Picture of Performance, Performance Framework and what it takes to succeed as a sprint kayaker
- Understand world-class development and performance environments what it takes to create them
- Pursue excellence in coaching by engaging in professional/personal development as agreed with the GM Performance and Technical Lead

#### Health and Safety

Everyone in our team has a responsibility to contribute towards a healthy and safe professional environment, and to model healthy behaviours to our community. This is achieved by:

- Practising and encouraging safe work methods, using resources and equipment appropriately.
- Taking all reasonable and appropriate steps to minimise (and where possible eliminate) the risk of harm or injury to others.
- Reporting all workplace hazards and accidents via the relevant process.
- Observing all relevant CRNZ policies and processes.

Because of the "outward-facing" nature of this role, it will be vital to ensure all comms promote healthy and safe practice and values.

#### **Preferred Competencies and Attributes**

Applicants should be able to demonstrate:

- Be an elite level coach with a successful track record of coaching at either the domestic or international level.
- A positive and professional approach to development/performance
- Experience in the following areas:
  - influencing high performance attitudes and behaviours in athletes, teams and/or groups
  - building/supporting/living a culture of excellence in a development/high-performance kayaking environment
  - working well in a team;
- Intelligence and decision-making ability, including under pressure
- Superior written and oral communication skills
- A passion to learn, perform and contribute to CRNZ
- IT literacy and skills including Word, Excel and data management
- Ability to paddle alongside athletes in the daily training environment
- Willingness to travel with teams (domestically and internationally) as required (approximately 8-12 weeks per year)
- Candidates with established relationships to the surf lifesaving and/or waka ama communities are encouraged to apply.

#### **Education**

- The successful candidate will have a degree in a related field or equivalent
- Candidates who are currently part of CRNZ's Performance Pathway Coach Development network are encouraged to apply.

#### **Performance Review**

- On a biannual basis the "CRNZ Performance Coach" will be expected to accomplish specific end results or Key Performance Indicators (KPI's), the satisfactory fulfillment of job responsibilities and the demonstration of the required level of ability in key competency areas. These components will form the basis the performance review conducted by the General Manager of Performance and other staff as deemed appropriate.