

Job Description



TITLE OF POSITION:	BLACKCAPS Head Coach
POSITION TYPE:	Fixed Term, Full Time Employee
TEAM:	High Performance
REPORTS TO:	Head of High Performance
LOCATION:	With the BLACKCAPS Unit
DATE ESTABLISHED:	Revised June 2018

<p>AIM OF NEW ZEALAND CRICKET</p> <p>NZC's vision is focused on ensuring that cricket is a game without barriers – a game that can be played anywhere, by anyone. Whatever their individual circumstances, New Zealanders will be given every reason to celebrate and engage with cricket as their game.</p> <p>We have a High Performance culture, underpinned by quality people, systems and facilities helping to produce winning BLACKCAPS and WHITE FERNS that inspire the nation and represent the best of New Zealand's values and culture. Cricket is one family, built on a sustainable financial model, and with quality and consistency that nurtures the game at all level and provides pathways towards success on the international stage. NZC takes a global approach and perspective to all our activities for the betterment of the game in New Zealand.</p> <p>We're a passionate and enthusiastic team committed to living and breathing our purpose, connecting New Zealanders through our spirit of cricket.</p>
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<p>PURPOSE OF THE POSITION</p> <p>This role will continue to develop a BLACKCAPS team which achieves consistently strong performances in all relevant formats and achieves the best possible match results, and the highest possible placing in all relevant competitions, ICC World T20s, CWC & Test Championships.</p> <p>The BLACKCAPS Head Coach will understand and support NZC's vision of strategic alignment and consistency across the wider NZC high-performance family, and particularly in terms of coordination with Major Association high-performance functions.</p> <p>This role will continue to develop emerging and current BLACKCAPS in a holistic and overall sense, through the use of the IPP [Individual Performance Programmes] framework ensuring that the team are focused on developing a positive style of play that not only promotes the game of cricket, but is recognised as an effective performance approach</p> <p>NZC prides itself on being a small, nimble, and constantly developing organisation. You will need to have a high degree of flexibility, a focus on delivery and a proven ability to organise and plan to succeed in the environment in which NZC operates.</p>
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TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
<i>Leadership</i>	<ul style="list-style-type: none"> • Demonstrate transformational leadership in terms of articulating and imparting, and creating a sense of ownership in team and campaign visions • Develop not just a winning style of cricket but a positive, exciting style of play. • Demonstrate high levels of strategic planning and operational delivery • Effectively lead, develop, and optimise support staff • Establish and/or Maintain the team vision and team values, standards and protocols that fit within the overarching Values and goals of NZC • Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members
<i>Team Development</i>	<ul style="list-style-type: none"> • To build a team culture that promotes unity, and a commitment to performance on and off the field: • To ensure coaching unit interacts and communicates optimally with other support staff • To interact effectively and positively with NZC's Head of High Performance and other staff to ensure quality player and staff development, and succession planning
<i>Player Development</i>	<ul style="list-style-type: none"> • To develop international players who will perform at Twenty20, ODI and test cricket levels • To develop BLACKCAPS playing style and objectives • In conjunction with BLACKCAPS Selectors, to identify and develop players with the necessary skills and attributes to consistently represent New Zealand

TASK DESCRIPTION (Prime Responsibilities)	
Key Task:	Expected Outcome:
	<ul style="list-style-type: none"> To ensure individual player performance is enhanced (all in conjunction with Head of Professional Cricket) To assist in the implementation of the High Performance Development Strategy
<i>Health and Safety</i>	<p>Provide leadership and direction in matters relating to Health and Safety by understanding and implementing the requirements of the Health and Safety at Work Act, and NZC's policy and procedures. This includes:</p> <ul style="list-style-type: none"> implementing and maintaining NZC's safe working practices and procedures within your team and leading by example in all areas of health and safety; ensuring team members understand, and comply with, any reasonable policy or procedure given by NZC; ensuring team members participate in Health and Safety training, meetings and events when required; encouraging team members to be actively involved in hazard and risk identification, assessment and control; following all reasonable health and safety rules and instructions; taking reasonable care for your own health and safety at work and the health and safety of others; taking reasonable care that your acts (or omissions) do not adversely affect the health and safety of yourself or others; co-operating with any reasonable policy or procedure from NZC, including wearing any necessary personal protective equipment and clothing; reporting any potential or actual risks, injuries, work-related illnesses and incidents (including near misses) so NZC can investigate, and eliminate or minimise harm or risk of harm.

WORKING EXPERIENCE REQUIRED:
<ul style="list-style-type: none"> Proven high-performance coach as demonstrated by previous experience and results

SKILLS AND KNOWLEDGE REQUIRED:		
<table border="1"> <tr> <td><i>Technical Skills (Specific Job Skills)</i></td> <td> <ul style="list-style-type: none"> Sound tactical knowledge of one or more formats An understanding of the holistic approach to supporting, nurturing and developing high-performance athletes Ability to generate, direct and manage the implementation of effective coaching solutions and programmes Has the functional and technical knowledge and skills to succeed at the highest level. </td> </tr> </table>	<i>Technical Skills (Specific Job Skills)</i>	<ul style="list-style-type: none"> Sound tactical knowledge of one or more formats An understanding of the holistic approach to supporting, nurturing and developing high-performance athletes Ability to generate, direct and manage the implementation of effective coaching solutions and programmes Has the functional and technical knowledge and skills to succeed at the highest level.
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QUALIFICATIONS
<p>ESSENTIAL:</p> <ul style="list-style-type: none"> Level 3 Cricket Coaching Qualification or International equivalent

PERSONAL ATTRIBUTES:
<ul style="list-style-type: none"> Skilful communications; ability to listen, analyse and impart High degree of emotional intelligence: awareness of self and other(s) Strong sense of empathy, and willingness to show empathy Ability to manage the vision and purpose of the BLACKCAPS unit (inspires and motivates the unit, talks about possibilities, is optimistic) Moderate temperament; ability to demonstrate composure and show clarity of thought in often rapidly-changing, unexpected and/or challenging circumstances

Job Description



Delegations of Authority	
Operational Expenditure	As per Delegated Authority Levels within NZC Board Manual and Delegated Cost Centre Managers list held by Finance
Authorisation to Hire	No
Authorised to sign Contracts	Yes, but within agreed delegated authority levels for opex and capex.

Relationships	
No. of Staff (direct reports)	TBC
Internal Relationships	High Performance staff Commercial, Marketing & Communications staff
External Relationships	Players NZCPA Commercial partners and sponsors

Signature of Job Holder

Date signed