



POSITION DESCRIPTION

Waikato Bay of Plenty Magic Head Coach

Section A

POSITION	Waikato Bay of Plenty Magic Head Coach
REPORTING TO	Netball Waikato Bay of Plenty Zone CEO
ACCOUNTABLE TO	Netball Waikato Bay of Plenty Zone Board
LOCATION	Netball Waikato Bay of Plenty Zone Office, University of Waikato and nationally as required.
HOURS OF WORK	Such hours as necessary to carry out your duties. This will at times include working outside of normal office hours, including evenings and weekends.
DIRECT REPORTS	Dependent on coaching structure
REMUNERATION	An attractive, market competitive salary and benefits will be available to the successful candidate.

Section B

POSITION OBJECTIVE

To develop, implement and lead a world class programme capable of preparing the Waikato Bay of Plenty Magic Team to perform consistently and successfully in the ANZ Premiership. The Head Coach will lead the team on and off the court to the highest possible standard of excellence and professionalism, enhancing the Magic brand and reputation.

RELATIONSHIPS

The Magic Head Coach will be accountable to the Netball Waikato Bay of Plenty CEO and Zone Board on all operational and management matters related to maximising the performance of the players and the team. The Head Coach will report to the Chief Executive Officer on preparation and training programme planning, player management, media and sponsorship matters including sponsorship obligations, media issues, player selections and contracts, team management and support personnel appointments and other financial and administrative matters.

The Head Coach will work closely with the Senior Performance (SP) Manager who is responsible for the development and implementation of Netball Waikato Bay of Plenty's Performance programme. The Head Coach will ultimately report to the CEO who shall allocate resources and approve plans and strategies developed by the Magic Head Coach to maximise the performance of Magic players and team.

OTHER RELATIONSHIPS:

External	Internal	Committees/Groups
ANZ Franchise Coaches	Zone Board and Chief Executive	HP Advisory Groups
Silver Ferns Coach	Zone Senior Performance Manager	HPSNZ Coach Support
HPSNZ Performance Consultant	Magic Squad members and management	IFNA ITP personnel
HPSNZ Coach Support	WBOP Beko squad coaches	National Selectors
HPSNZ Support Services	Other Magic and Zone staff & contractors	
Sponsors and Commercial partners		
National Coaches – NNZ and other codes		
NNZ HP staff		
ANZP Squad umpires & coaches		
Zone personnel		
NZNPA Personnel		
Media		

Section C

KEY RESPONSIBILITIES	EXPECTED RESULT
1. Lead the planning, development and implementation of Effective and creative programmes and training sessions to ensure the individual players and team are technically, tactically, physically and mentally prepared to perform at ANZ Premiership level.	<ul style="list-style-type: none"> • SP Manager reports the positive contribution from the Head Coach to the consistent and successful performance of the team • Players feedback report a positive contribution from the Head Coach on individual & team performances
2. Work with other Magic and HPSNZ staff to utilise technology to accurately analyse technique and identify key individual, team and opposition strategies to enhance performance	<ul style="list-style-type: none"> • Senior Performance Manager and Performance Analyst report effective contribution from Head Coach • Players report positively on the value of technology and game analysis
3. Leads the development and implementation of astute game strategies including selection of the starting 7, positional changes and subs necessary for the Magic team to compete successfully in the ANZ Premiership	<ul style="list-style-type: none"> • More than 75% of home games are won • 50% of away games are won
4. Work with NNZ HP staff, NWBOP HP Manager and HPSNZ Coach Support personnel to keep up to date with coaching developments, sports science, teaching skills and techniques in netball and sport generally and to identify and plan a professional development programme.	<ul style="list-style-type: none"> • Coach Development Plan in place and resourced • Coach Development plan is monitored regularly to ensure ongoing professional development
5. Actively contribute and facilitate at netball coaching programmes and speaking engagements held within the Netball Waikato Bay of Plenty Zone.	<ul style="list-style-type: none"> • Positive feedback received with regard to accessibility and engagement with partner organisations and NWBOP community
6. Present and foster a positive and professional image in the media and public arena	<ul style="list-style-type: none"> • CEO reports high level of respect within media and public circles for the Magic Head Coach • Magic Head Coach is accessible and professional
7. Work with the Magic marketing/event personnel/CEO to establish positive and professional relationships with key sponsors.	<ul style="list-style-type: none"> • The contribution of funders and sponsors is appreciated and recognised at every appropriate opportunity
8. Maintain positive and professional working relationships with national umpiring personnel.	<ul style="list-style-type: none"> • Umpires are not criticised either from the bench or in the media. • Head Coach is regarded positively by match officials
9. Leads the development and review processes of player IPP's and team performance review processes.	<ul style="list-style-type: none"> • Provide monthly Head Coach reports on team progress to CEO • Written player profiles are compiled and updated throughout the season.

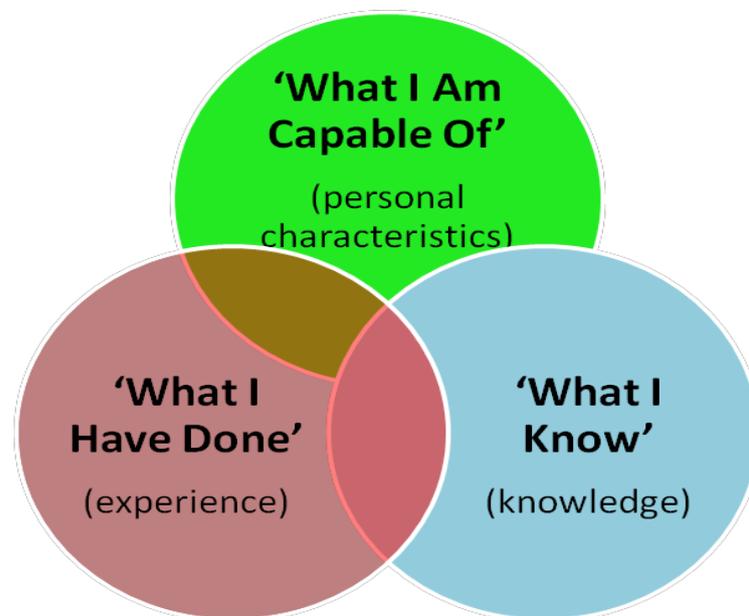
Section D

PERSON SPECIFICATION

The following describes the experience, qualifications, knowledge and personal attributes that Netball Waikato Bay of Plenty deems as being essential and desirable for successful performance in the role of Magic Head Coach.

This 'Success Profile' defines key elements of what the Head Coach looks like at their very best.

To keep the Success Profile simple, a framework comprising three components has been created. The details of each component are outlined in the following pages.



Experience “*What I have done*”

Essential Experience

1. Has coached at a recognized elite netball level for a minimum of two years either in Head or Assistant Coach Roles at ANZP, ANZC, Beko Netball League or equivalent competitions
2. Experience in selecting the starting line-up, substitutions and changes for games.
3. Manages and enhances player performances in competition by:
 - Understanding and creating an environment for players to focus effectively
 - Providing timely and effective feedback on performance
 - Recognizing and adapting to the changing environment including use of tactical substitutions and changing game strategies
 - Recognizing where there is a need and providing the player(s) with required support
 - Using effective and varied player and game review procedures
 - Clearly identifies errors/problems and takes appropriate corrective action
4. Managed and developed player performance in training by:
 - Delivering well-structured training sessions, maximizing usage of time and resources available
 - Communicating openly and appropriately with players to ensure expectations are met
 - Creating awareness and understanding that assists the players to learn and develop
 - Explaining the specific training objectives for each coaching session and wherever appropriate measuring successful implementation
 - Creating an environment that supports players to remain focused throughout the training session
 - Providing activities and practices that enhance the player’s technical and tactical development while also helping players to be able to adapt and change within training environment
 - Developing and practicing game strategies to enhance strengths of own team and expose weaknesses in opposition teams
 - Providing timely, specific and constructive feedback on performance
 - Encouraging players to set individual training goals
 - Adapting training to meet the changing circumstances and to meet individual player needs and learning preferences
 - Encourages players to have input into, and take ownership of training sessions
 - Uses innovation effectively to enhance performance
 - Builds confidence
5. Establishes and maintains positive working relationships:
 - Netball Waikato Bay of Plenty staff and support services personnel
 - NNZ, HPSNZ and support services personnel
 - Franchise, Zone and other National coaches
 - Media, sponsors
 - National umpires, coaches and NZUDG

Desirable

6. Able to integrate all aspects of sports science into training programmes.
7. Experience of using technology and appropriate data to improve performance.

Knowledge “What I know”

Essential Knowledge

1. Demonstrates high level understanding of the technical and tactical requirements of each playing position and area of court.
2. Is knowledgeable of the importance of ensuring the players understand they are considered role models, and that the brand and profile of the players, management, Team and Netball Waikato Bay of Plenty are portrayed positively in the media and publicly.

Desirable Knowledge

3. Knows which strategies to apply to develop players’ self-reliance, self responsibility and leadership both on and off the court.

Personal characteristics “What I am capable of and who I am”

High-speed learner

The degree to which an individual actively identify new areas for learning; regularly creating and taking advantage of formal and informal learning opportunities; using newly gained knowledge and skills on the job and learning through their application to the coaching context.

- Challenges their own ability
- Has a desire for new learning
- Applies learning to achieve results quickly

Passion for the game

Driving high standards, tenaciously working to meet or exceed challenging goals; deriving satisfaction from goal achievement and continuous improvement.

- Their work is a way of life and not a job
- Demonstrates massive enthusiasm and energy
- Passion drives a high work ethic

Self-aware

Demonstrates an awareness of own strengths and development needs as well as the impact of own behavior on others; modifying behavior based on self-awareness to improve impact.

- Continually seeks and takes on feedback from others
- Uses feedback constructively
- Seeks to understand blind spots in own behaviour
- Is clear on others' expectations of them
- Understands the impact their behavior has on others
- Remains humble

Tenacity / Resilience

Deals effectively with pressure; remains optimistic and persistent, even under adversity; recovers quickly from setbacks.

- Works to achieve goal in spite of barriers or difficulties; actively works to overcome obstacles by changing strategies, doubling efforts, using multiple approaches, etc.
- Adjusts focus when it becomes obvious that a goal cannot be achieved; redirects energy into related achievable goals if appropriate
- Never gives up despite obstacles and setbacks

Driven by achieving results

The drive, energy, stamina, tenacity and stress tolerance to achieve personal and imposed standards of excellence.

- Is competitive and has the will to win
- Seeks and achieves challenging performance opportunities

Selling the Vision

Vividly communicates a compelling view of the future in a way that helps others understand and feel how outcomes will be different when the vision and values become a reality.

- Paints the picture
- Inspires passion
- Leads through vision and values

Positive under Extreme Pressure

- Maintains focus and control in extreme pressure situations
- Maintains relationships in extreme pressure situations
- Remains positive even after disappointment
- Remains calm and confident with ability to convey to the players, quick and sound decisions in pressure situations

Inspires Others

Using interpersonal styles and methods to inspire and guide individuals toward higher levels of performance.

- Inspires effort - Helps others envision and move toward higher levels of performance; stimulates enthusiasm for potential accomplishments
- Builds confidence in success - Communicates high expectations for others' performance and confidence in their ability to excel
- Supports the organization - Demonstrates and communicates passion for the organization's decisions and direction

Work Standards

Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.

- Sets standards for excellence
- Ensures high quality - Dedicates required time and energy to assignments or tasks to ensure that no aspect of the work is neglected; works to overcome obstacles to completing tasks or assignments
- Takes responsibility - Accepts responsibility for outcomes (positive or negative) of one's work; admits mistakes and refocuses efforts when appropriate

Specifically, the Magic Head Coach will:

1. Work with the team to establish the team vision, Magic values and performance culture and standards that fit within the goals of the Netball Waikato Bay of Plenty High Performance programme and is driven to achieve success
 2. Be approachable and available to players and team management
 3. Listen well, demonstrate empathy, be attentive to and understands the views of others
 3. Be able to adjust quickly and effectively in a changing environment
 4. Resolve interpersonal differences in a constructive manner
 5. Recognize issues and problems early and resolve them effectively
 6. Work well with other members of team management both individually and as a group
 7. Understand and model the Magic values and demonstrate personal credibility, honesty and high integrity
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