



9 October 2018

JOB DESCRIPTION

Head Coach NZ Senior Women's Lacrosse Team – World Cup 2021

Functions of the Head Coach

The Head Coach will:

- Prepare a vision statement and programme philosophies;
- Prepare an operational plan aligned to the NZWLA HP preparation calendar for the duration of the programme;
- Direct the programme in consultation with team personnel;
- Chair the selection panel for squad and team selections; with input from assistant coaches.

Function of the Team/Squad

The NZ Senior Women's Lacrosse Team/Squad will:

- Compete in the FIL Women's World Cup
- Provide opportunities for talented women lacrosse athletes to develop their abilities in the context of international competition;
- Provide opportunities for the development of athletes, with above average dedication to their personal athletic preparation;
- Prepare and train on a schedule as determined by the Head Coach with an emphasis given to both self discipline and performance;
- Promote a balance of time management between family, education, Regional and Club/School team obligations.

A. PRIMARY JOB PURPOSE

To provide overall direction and management of the 2021 FIL Women's World Cup programme, with preparation under the principles of the NZWLA High Performance Programme Policy (HPPP), including intensive and high quality training, support services (where possible) and competition opportunities for high performance athletes.

B. JOB RESPONSIBILITIES

Technical

Coaching

- Provide expert team, specialist and individual coaching;
- Identify for each individual athlete, areas of improvement, strategies and actions for advancement.



Programme development

- Plan and implement team preparation in alignment with the NZWLA HP Preparation Calendar utilising an intensive training program, including competition opportunities and integrated with Squad and Team camps;
- Plan and coordinate team and individual training programs on a weekly basis, including Strength and Conditioning, during both squad and team preparation;

Support Services

- Co-ordinate, where applicable, the delivery of support services including strength and conditioning activities, injury prevention and injury management;
- Establish an acceptable balance of individual development, family, educational and sporting commitments, for all athletes;
- Integrate Sports Science and Sports Medicine knowledge into the program and disseminate this knowledge where applicable to the wider lacrosse community.

Management

Program Administration

- Maintain ongoing contact with the NZWLA Director of High Performance;
- Manage team personnel, including the strength and conditioning coach, assistant coaches, managers and medical officer/s to meet all team requirements;
- Consult with the NZWLA Director of High Performance to provide effective solutions to any issues and or concerns within the program;
- Participate in meetings and forums concerned with the NZWLA High Performance Programme;
- Prepare a final report and submit to NZWLA, no more than 60 days following the conclusion of the 2021 FIL Women's World Cup Tournament;
- Adhere to the NZWLA Team Personnel Agreement, NZWLA Constitution, NZWLA Policies and Code of Conduct, NZWLA Voluntary Declaration and FIL Governing Bodies Event By-Laws;
- Support the development of Assistant Coaches.

Athlete Administration

- Oversee individual athlete performance including the recording of testing results.

Selection

- In conjunction with selectors, select a squad/team of women's lacrosse athletes.

Criteria:

- Registered and paid up Lacrosse playing members
- New Zealand Passport Holder; or
- Permanent Residency Visa Holder.

Team Personnel

- Attend and encourage assistant coaches to attend professional development opportunities.



C. ISSUES AND CHALLENGES

- Maintain a focus on individual athlete development and team cohesion;
- Balance program management duties/responsibilities with active coaching;
- Maintain enthusiasm and motivation of athletes during their extensive training regime;
- Manage a diverse range of individual personalities of athletes and issues that arise with high performance athletes.

D. ORGANISATIONAL ENVIRONMENT

Reporting Relationships

Direct: NZWLA Director of High Performance

Lateral: NZWLA Committee, Assistant Coaches, Squad Coaches, Regional Team Coaches, Club/School Coaches, NZWLA Administrators.

E. KEY SELECTION CRITERIA

Qualifications:

- Management accreditation or extensive experience in management;
- Coaching qualifications and/or accreditations or references
- International experience preferred.
- Completion of secondary education at an appropriate level. While the completion of other qualifications is not mandatory, it will be highly regarded (*non-formal qualifications linked with extensive experience, will be treated as the equivalent to formal qualifications*);
- At least seven (7) years of lacrosse coaching, in positions of responsibility. Involvement in club administration and sport promotion positions will also be considered (*it is unlikely that those without considerable club and regional team coaching positions would have sufficient experience to qualify for this position*);
- Clean police record.
- Clean full driver's licence is desired.

Experience:

- In-depth experience and demonstrated success, coaching at club/school and regional level;
- Experience and proven capability, in the holistic development of young athletes.

Knowledge, Skills and Ability:

- Capacity to develop athletes for world level competition;
- Capacity to develop players and team, for world level competition;
- Capacity to formulate, analyse and respond to game strategies;
- Specific knowledge of game concepts and demonstrated delivery and results of;
 - technical development of individual players;
 - principles of play;
 - scenarios and outcomes;
 - game sense aspects.



- An understanding of strength and conditioning training and the integration of sports science, sports medicine and technological advancements into high performance training programs for athletes;
- Capacity to develop a selection criteria for squad and team players;
- Sound personnel, financial, administration and IT skills.

Personal Attributes

- General understanding of coaching philosophies to influence the development of the NZ Women's lacrosse team and individual players;
- Personal core values to enhance the NZWLA HPPP;
- Positive people management abilities;
- Demonstrated ability to lead and mentor developing athletes, coaches and managers;
- Effective communication and negotiation skills to liaise with a wide range of people including athletes, coaches, manager/s, parents, service providers, NZWLA administration, media, etc.

F. KEY PERFORMANCE INDICATORS – KPIS

PROGRAMME

1. A sound base of world class athletes prepared for FIL Women's World Cup
2. Implementation and integration of leading edge approaches in coaching, sports science, sports medicine and technology.
3. Operates within NZWLA HPPP parameters.

TEAM

1. To qualify top 6 in the FIL World Cup Tournament 2021.

ATHLETES

1. To achieve an agreed set of goals/targets of individual performance in the areas of physical, technical, attitude, mental toughness and competition performance.

PROGRAMME OUTLINE

- March 2019 - Attend Senior Women's Nationals
- April – December 2019 – Arrange trials and training camps and selections
- January 2020 – Southern Crosse tournament in Melbourne
- February – December 2020 – Arrange training camps and selections
- 2019-2021 – Tours as budget allows