



12 October 2020

JOB DESCRIPTION

NZ Senior Women's Team (NZBLAX) High Performance Strength and Conditioning Coach

Functions Strength and Conditioning Coach

- Prepare a vision statement and program philosophies for S & C
- Prepare a program Plan aligned to the NZWLA HP Preparation Calendar for the duration of the World Cup programs;
- In consultation with Team Personnel, direct the programme and its implementation

Program Design Objectives

Key to the design is leading athletes through a quality, systematic, structured, progressive and continuous program that will improve athletes from both a performance and injury resistance perspective.

- Improve resistance to injury. Reduce the occurrence of and susceptibility to non-contact injury in all athletes through developing structural mobility, postural stability, muscle balance, and movement proficiency.
- Build a better athlete by implementing a systematic training program that addresses the most critical needs of lacrosse athletes and develops physical abilities, mechanics, conditioning, and motivation.

JOB RESPONSIBILITIES

Technical

Strength and Conditioning Coaching

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

Program 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 & 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;

Athlete Administration

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

Training Concepts

- **Integrated Performance Profile**
Baseline information that assists in determining how to most efficiently help athletes achieve their performance goals.
- **Integrated Flexibility Training**
Purpose is to correct muscle imbalances, increase joint range of motion, decrease muscle soreness, decrease muscle hyper tonicity, relieve joint stress, improve extensibility of musculotendinous junction, and maintain normal function length.
- **Core Stabilization Training**
All movement is initiated from and transferred through the core, and those movements may only be as forceful as the core is strong.
- **Reactive Neuromuscular Training (Plyometric/Power)**
This is necessary for utilizing the stretch-shortening-cycle, improving neuromuscular efficiency, increasing rate of force production, and reducing neuromuscular inhibition.
- **Integrated Speed, Agility, and Quickness Training**
Must improve all aspects of "playing speed" specific to activity. The fastest, quickest, most agile player usually wins.
- **Energy System Development**
Developing sport specific stamina and endurance. The physiological system must be developed specifically for the sport/position.
- **Integrated Strength Training**
Systematic, integrated, functional training that improves bio motor abilities, high levels of functional strength, neuromuscular efficiency, and dynamic flexibility. Use multi-joint movements that are ground based as often as possible.
- **Recovery and Regeneration Training**
Methods necessary for speeding recovery from training or competition. Utilise easily implementable tools for speeding recovery and improving performance.

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 High Performance Director

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;
- 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 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/or regional team coaching positions would have sufficient experience to qualify for this position);*
- Clean Police Record.
- Clean Full Drivers Licence

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 criterion for Squad and Team players;
- Sound personnel, financial, administration and IT skills.