

NEW ZEALAND LACROSSE

U20 Women's Team
Head Coach
Application Pack



CONTACT:
MARINA SAMOUNTRY
NZL INTERIM OPERATIONS MANAGER
OPERATIONSMANAGER@NZLACROSSE.NZ
+ 64 21 746 681

INTRODUCTION



New Zealand Lacrosse is currently seeking applications for the Head Coach role of the New Zealand Under 20 Women's World Championship Team on an 18-month fixed term. Applicants should apply as an individual.

Applications close 14 November 2022, 5pm NZT.

What dates will the programme take place?

The successful applicant will need to prepare for a programme that starts in January 2023. This team will compete at the World Lacrosse Under 20 Women's World Championships in 2024. We note that the host nation and dates have yet to be confirmed but the tournament traditionally takes place in July-August.

What level of experience is required?

The applicant will need to be coaching at a high level currently and previous experience and success in tournaments is necessary. The attached Role Description provides further details on expectations for this role.

Who can apply?

All applications both domestically and internationally will be considered.

How will applicants be selected?

A selection panel will be made up of the NZL High Performance Director and two independently selected people with a background in lacrosse and/or in high performance sport.

Will the Head Coach be able to appoint further staff?

Following the official appointment of the Head Coach, as per the High Performance Policy, NZL will open applications for Assistant Coaches and other team staff positions based on the Head Coach's team structure. The Head Coach will join the above selection panel to assist in the appointments of Assistant Coaches and other team staff positions as required. Appointment of all team staff requires final approval by the NZL Operations Manager.

WHO IS NEW ZEALAND LACROSSE?

New Zealand Lacrosse (NZL) is the national governing body for Lacrosse in Aotearoa, New Zealand and is recognised by Sport New Zealand, the Asia Pacific Lacrosse Union (APLU) and World Lacrosse (the governing body of International Lacrosse). We are working towards membership with the New Zealand Olympic Committee.

Further to the NZL Strategic Plan, we are developing an aligning High Performance Strategy. Although this is currently in development, the core principle of the High Performance Strategy, which will include High Performance values, mission and strategic outcomes, will be athlete focused and driven by the Sport New Zealand "[Balance is Better](#)" philosophy and contemporary sport psychology.

We are looking for a Head Coach that deeply understands the values and mission that underpins NZL and someone who aligns with NZL High Performance Strategy.

For more on the NZL Strategic Plan click [here](#).



WHO ARE THE U20S?

Since 2007, New Zealand Lacrosse (then the New Zealand Women's Lacrosse Association) have been sending teams to World Lacrosse U19 events.

This dynamic team has gone from strength to strength over the last 15 years climbing up the world rankings to their current positioning of 6th which they achieved at the 2019 World Championships out of 22 teams.

This team is the first entry point into the NZL High Performance Pathway for many young women leading to our U23 and Women's programmes.



APPLICATION TIMELINES

| Date | Step |
|----------------------|---|
| 25 October 2022 | Head Coach Applications Open |
| 14 November 2022 | Head Coach Applications Close |
| w/c 14 November 2022 | Head Coach Interviews |
| w/c 21 November 2022 | Selection and Announcement of Head Coach |
| w/c 28 November 2022 | Applications for Assistant Coach / Key Staff Open Initial Programme to Be Submitted to High Performance Director |
| w/c 5 December 2022 | Assistant Coach / Key Staff Applications Close |
| w/c 5 December 2022 | Applications for U20 Players Open Assistant Coach / Key Staff Interviews |
| w/c 12 December 2022 | Selection and Announcement of Assistant Coach / Key Staff |
| January 2023 | Programme Commencement |

PROGRAMME TIMELINE GUIDANCE

Below is a rough outline of a potential programme timeline for guidance. Applicants must submit a further refined draft programme timeline. If successful, the Head Coach will work with the High Performance Director to finalise and approve their programme.

PHASE ONE

| Date | Step |
|----------------|--|
| January 2023 | Programme Roadshow / Introduction / Pre-Trial Training |
| March 2023 | U18 and Senior Nationals (All Coaches To Attend U18 Nationals) |
| March 2023 | Initial Squad Trial / Selection |
| April 2023 | School Holiday Training Camp |
| April 2023 | Australian U18 Nationals (Players Released to Play for Regional Teams) |
| July 2023 | School Holiday Training Camp |
| July 2023 | Build-Up Tournament - San Diego U20 Festival |
| September 2023 | New Zealand Secondary Schools' Nationals (All Coaches to Attend) |
| October 2023 | Mandatory Rest Month |
| November 2023 | Club Season Starts |

PROGRAMME TIMELINE GUIDANCE

PHASE TWO

| Date | Step |
|--------------|---|
| January 2024 | Training Camp / Further Trial Opportunity |
| March 2024 | U18 and Senior Nationals (All Coaches To Attend U18 Nationals. Players Released to Play for Regional Teams) |
| April 2024 | Australian U18 Nationals (Players Released to Play for Regional Teams) |
| May 2024 | Increased Build-Up in Training Sessions (Regional and/or Combined) |
| June 2024 | Build-Up Tournament (TBC) |
| July 2024 | World Championships |

Please note: this is a guide only to give applicants an indication of the NZL calendar. We are open to innovative approaches to building the programme.

APPLICATION REQUIREMENTS

Please submit the following documents addressed to the High Performance Director c/o the Operations Manager at operationsmanager@nzlacrosse.nz.

| Step | Details |
|------|---|
| 1 | A detailed lacrosse coaching CV with a timeline of coaching experience, coaching highlights and any relevant coaching qualifications |
| 2 | Your proposed draft operational plan/programme outline providing details of training dates and potential build-up tournaments/opportunities. This may be in a presentation or report form |
| 3 | A cover letter summarising: your reasons for applying and your responses to the prompt questions attached |

PROMPT QUESTIONS

How would you describe your coaching style, philosophy and/or values?

What is your communication style?

What is your ideal or proposed staffing make-up keeping in mind the requirements set out in the High Performance Policy?

How do you plan on handling overseas based players in terms of their requirements to attend training camps and basis for selection?

What does team culture look like to you?

ROLE DESCRIPTION

| | |
|-------------------------|--|
| TITLE: | New Zealand U20 Women's Head Coach |
| DIRECT REPORT: | NZL High Performance Director |
| LATERAL REPORTS: | NZL Operations Manager, NZL Members (Regions), Regional Coaches (School, Club, Representative Teams) |
| LENGTH: | January 2023 - August 2024 |
| TIME COMMITMENT: | 5-10 Hours Per Week, Varies Based on Training/Planning |
| REMUNERATION: | Volunteer Position with Agreed Costs To Be Confirmed |

FUNCTIONS OF THE HEAD COACH

The Head Coach will:

- Prepare a vision and programme philosophies;
- Prepare an operational plan aligned to the NZL calendar of events for the duration of the programme;
- Direct the programme in consultation with team staff;
- Be a part of the selection panel for squad and team selections with input from assistant coaches.

FUNCTIONS OF THE TEAM/SQUAD

The Team/Squad will:

- Compete in the U20 Women's World Championships;
- Provide opportunities for talented young women lacrosse athletes to develop their abilities in the context of international competition;
- Provide opportunities for the development of young 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.

PRIMARY RESPONSIBILITY

To provide overall direction and management of the programme with preparation under the principles of the NZL High Performance Programme Policy (Policy), including intensive and high quality training, support services (where possible) and competition opportunities for high performance athletes.

ROLE RESPONSIBILITIES AND DUTIES

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 appropriate team preparation in alignment with existing high performance and NZL calendar dates utilising an intensive training programme and competition opportunities;
- Plan and coordinate team and individual training programmes on a regular basis with Strength and Conditioning staff.

Support Services

- Coordinate, where applicable, the delivery of support services including strength and conditioning activities, injury prevention and injury management and mental skills;
- Establish an acceptable balance of individual development, family, educational and sporting commitments, for all athletes;
- With support from the team staff, integrate sports science, sports medicine and sports psychology knowledge into the programme;
- Support the development of Assistant Coaches and other team staff.

Management

Programme Administration

- Maintain ongoing contact with the NZL High Performance Director;
- Manage team staff, including the Assistant Coaches, Manager, Strength and Conditioning Coach, and other staff to meet all team requirements;
- Consult with the NZL High Performance Director to provide effective solutions to any issues and or concerns within the programme;
- Participate in meetings and forums concerned with the NZL High Performance Programme;
- Prepare a final report and submit to NZL, no more than 60 days following the conclusion of the World Championships;
- Adhere to the NZL Team Staff Agreement, NZL Constitution, NZL Code of Conduct, NZL Voluntary Declaration and any World Lacrosse Governing Bodies Event By-Laws.

Team Management

- Maintain a focus on individual athlete development and team cohesion;
- Balance programme 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.

Athlete Administration

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

Selection

- In conjunction with selectors and inline with the relevant Eligibility Criteria, select a squad/team.

DESIRED SKILLS

Qualifications

- Management accreditation or extensive experience in management;
- Coaching qualifications and/or accreditations or references;
- International coaching experience is desired;
- 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 (police vetting will be required at this age group);
- 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 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

- A strong understanding of the NZL Strategic Plan and NZL High Performance Plan and Policies;
- General understanding of coaching philosophies to influence the development of athletes;
- Positive people management abilities;
- Demonstrated ability to lead and mentor developing athletes, coaches and managers;
- Collaborative and able to work in a team;
- Effective communication and negotiation skills to liaise with a wide range of people including athletes, coaches, manager/s, parents, service providers, NZL administration, media, etc.

KEY PERFORMANCE INDICATORS

Please note these are to be further discussed with the High Performance Director.

- To prepare a sound programme to prepare young people into world class athletes in preparation for the World Championships.
- To implement and integrate leading approaches to coaching, sports science, psychology and nutrition into the programme.
- To retain or better the team's current position of 6th place.
- To assist athletes in achieving an agreed set of goals/targets for individual performance.
- To ensure at least 50% retention of athletes into the NZ U23 and Senior Women's team or other NZL programmes/initiatives.



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