

NEW ZEALAND LACROSSE

U18 Men's Team
Assistant Coach
Application Pack



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INTRODUCTION



New Zealand Lacrosse is currently seeking applications for two (2) Assistant Coaches for the New Zealand Under 18 Men's Lacrosse Team on a fixed term.

Applications close 3 December 2022, 5pm NZT.

What dates will the programme take place?

The successful applicant will need to prepare for a programme that starts in December 2022. This team will compete at the Lacrosse Australia Under 18 National Championship in Perth from 18-22 April 2023.

What level of experience is required?

The applicant will need to have at least 2-3 years of coaching experience at either a school/club level. The **attached** Role Description provides further details on expectations for this role.

Who can apply?

Only domestic applications will be accepted.

How will applicants be selected?

If required, a selection panel will be made up of the NZL High Performance Director, the Head Coach and an independently selected person with a background in lacrosse and/or in high performance sport.

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 Assistant Coaches 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](#).



APPLICATION TIMELINES

Date	Step
22 November 2022	Assistant Coach Applications Open
3 December 2022	Assistant Coach Applications Close
w/c 5 December 2022	Interviews (if required)
9 December 2022	Select and Announce Assistant Coaches

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	A cover letter summarising: your reasons for applying including a brief summary of your coaching philosophy

ROLE DESCRIPTION

TITLE:	New Zealand U18 Men's Assistant Coach
DIRECT REPORT:	Head Coach and NZL High Performance Director
LATERAL REPORTS:	NZL Operations Manager, NZL Members (Regions), Regional Coaches (School and Club Teams)
LENGTH:	December 2022 - April 2023
TIME COMMITMENT:	5-10 Hours Per Week, Varies Based on Training/Planning
REMUNERATION:	Volunteer Position with Agreed Costs To Be Confirmed

FUNCTIONS OF THE ASSISTANT COACH

The Head Coach will:

- Reinforce the vision statement and program philosophies;
- Work closely with the Head Coach, to develop and implement effective lacrosse techniques and tactics.
- Establish a positive Team Culture and high Standards across the programme.
- Provide coaching through and including at the Lacrosse Australia U18 Nationals Championships.
- Be a member of the Team Selection Panel to provide input.

FUNCTIONS OF THE TEAM/SQUAD

The Team/Squad will:

- Compete in the 2023 LA U18 National Championships;
- Provide opportunities for talented young lacrosse athletes to develop their abilities in the context of trans-Tasman 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

In support of the Head Coach, to provide direction and management of the NZ U18 Men's Team to the 2023 LA U18 National Championships under the principles of the NZL High Performance Programme Policy (Policy).

ROLE RESPONSIBILITIES AND DUTIES

Technical

Coaching

- Attend all training camps/clinics and trials;
- Contribute to providing strong team, specialist and individual coaching;
- Assist with identifying for each individual athlete, areas of improvement, strategies and actions for advancement.

Programme Development

- Contribute to team preparation in alignment with existing high performance and NZL calendar dates utilising an intensive training programme and competition opportunities;
- Assist with planning and coordinating team and individual training programmes on a regular basis with other Team Staff.

Support Services

- Assist with coordinating, where applicable, the delivery of support services including strength and conditioning activities, injury prevention and injury management and mental skills;
- Assist with establishing an acceptable balance of individual development, family, educational and sporting commitments, for all athletes.

Management

Programme Administration

- Maintain ongoing contact with the Head Coach;
- Maintain communication with team staff including other Assistant Coaches, Manager/s and medical personnel to meet all team requirements;
- Consult with the Head Coach to provide effective solutions to any issues/concerns within the programme;
- Participate in staff meetings and forums associated with NZL;
- Adhere to the NZL Team Staff Agreement, NZL Constitution, NZL Code of Conduct, NZL Voluntary Declaration and any relevant Lacrosse Australia requirements.

Athlete Administration

- Maintain proactive and supportive communication with all players;
- Oversee individual athlete performance including the recording of testing and training compliance and to provide feedback and goal setting.
- Assist with monitoring and promoting good sportsmanship and responsible behaviour by all team members as per the NZL Code of Conduct and any relevant Lacrosse Australia requirements.

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;
- At least two (2) to three (3) 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 some school, club or regional 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 an international level of 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 and adherence to 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, partnerships, 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 athletes in preparation for the LA U18 National Championships.
- To assist athletes in achieving an agreed set of goals/targets for individual performance.
- To ensure at least 50% retention of athletes into the men's team or other NZL programmes/initiatives.



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