



New Zealand Lacrosse (NZL) High Performance Director Role Description

July 2022

TITLE: New Zealand Lacrosse (NZL) High Performance Director

REPORTS TO: NZL Operations Manager

STATUS: Volunteer

DIRECT REPORTS: NZL High Performance Administrator, NZL High Performance Finance Administrator, NZL

KEY INTERNAL RELATIONSHIPS: NZL Operations Manager, NZL Funding Manager, NZL Development Manager

KEY EXTERNAL RELATIONSHIPS: high performance players and staff, World Lacrosse, other lacrosse NGB and in particular members of the APLU Federation, Regional Members, Sport New Zealand, suppliers and sponsors

Role Overview

The NZL High Performance Director will be responsible for the strategic leadership of NZL high performance teams/programmes. The primary purpose of the High Performance Director role is to lead NZL teams/programmes and stakeholders to create a sustainable and successful high performance environment that enables repeat winning performances on the world stage for all levels of lacrosse.

Key Accountabilities

<ol style="list-style-type: none">1. To ensure the NZL HP strategic plan remains relevant and represents the blueprint for repeatable World Championship successes.	<ul style="list-style-type: none">● To prepare and manage the implementation of the NZL High Performance Strategic Plan on a 4-year cycle.● To review the plan annually to ensure it is fit for purpose.● Ensure that the NZ High Performance Policy is reviewed and fit for purpose on a regular cycle.● Ensure the plan and policy is socialised to ensure buy-in from all key stakeholders
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	including athletes and coaches.
<p>2. Selection, management and development of NZ HP Team Coaches and Support Staff for the following programmes:</p> <ol style="list-style-type: none"> a. Women b. Men c. U23 Women d. U23 Men e. U20 Women f. U20 Men 	<ul style="list-style-type: none"> ● Ensure campaigns receive coaching appropriate to their needs. ● Ensure campaigns receive the appropriate level of sport science and support staff services. ● Explore and provide opportunities for HP coaches to be qualified/certified and receive an appropriate level of support and guidance and that regular coaches have a signed and appropriate contract. ● Accountable for ensuring clarity of roles/responsibilities and adherence to the relevant NZL policies/guidelines. ● Resolve any conflicts and be available for any athlete or staff disciplinary committees if required.
<p>3. Actively communicate and engage with key stakeholders of NZL.</p>	<ul style="list-style-type: none"> ● Such as HPSNZ and various committees associated with NZL.

Essential Attributes

- Excellent strategic vision and planning skills and able to execute.
- A collaborative leader who is well connected and able to build strong relationships.
- A performance focus with strong understanding and extensive experience within high performance sport.
- Strong range of communication skills including conflict resolution across all stakeholder groups including coaches and athletes.
- Well organised with the ability to establish clear desired outcomes.
- Considered and decisive decision-making style.

Desired Attributes

- An understanding of the NZL vision, strategy, priorities and challenges.
- An understanding of the New Zealand high performance sport system.
- An understanding of the International Sporting System including World Lacrosse and the APLU Federation.

Application Requirements

- Able to work in New Zealand.
- Cover letter.