

**New Zealand Lacrosse  
General Manager High Performance  
Expressions of Interest**

*December 2023*

New Zealand Lacrosse is currently seeking applications for the General Manager High Performance as part of the NZL High Performance Programme.

This role is expected to be in place at least until the end of the next World Lacrosse Senior Women's World Championships campaign assuming the team qualifies for the World Championship in 2026. With this in mind, and being in place during the 'off season' between World Championships, the key focus of this role is to mentor and grow coaches and players, as well as supporting regional high performance development. The General Manager will also lead the NZL Senior Women's programme for the APLU Qualifiers tournament, in January 2025.

Ancillary activity will be supporting the Sixes and U20 coaches where necessary.

Please find below information about how to apply for this role, including a Job Description for the position.

**Application Requirements**

Please submit your application to Damon Jakeman, NZL High Performance Director via email to [highperformance@nzlacrosse.nz](mailto:highperformance@nzlacrosse.nz) by **29 December 2023** with the subject line General Manager HP Application.

Applications must include:

- 1) Cover letter
- 2) Detailed resume/CV

All applicants must be prepared to take a drug test if required and a Criminal Records Clearance.

**Selection Process**

A selection Panel will be made up of the NZL High Performance Director, Operations Manager and NZL Executive members or Designates. Multiple interviews may take place.

**New Zealand Lacrosse  
General Manager High Performance  
Expressions of Interest**

*December 2023*

**Reports to** NZL High Performance Director, who for the record reports to the Operations manager

**Term** Initial term of 3 years until end of Senior Women's World Championship campaign but will regular reviews. Expected that the position will be renewed every 3 or 4 years - to be decided in future.

**Hours** Variable based on agreed programme, training schedule and requirements

**Location** Must be able to attend in person trainings in Auckland and Waikato

**Volunteer position**

**Key Expectation** Responsiveness to any communications in a timely manner within at least 2 days. This can be a holding response especially if away or otherwise not able to reply. Due to the nature of all roles in the NZ Lacrosse community being volunteers, it is vital to have efficient communication.

**Role Overview**

The NZL General Manager High Performance (GM) is responsible for providing direction and management of the NZL High Performance programme, under the principles of the NZL High Performance Policy and in line with NZL's values. Specifically this includes the Senior Women qualification programme for 2024 as well as potentially other national programmes.

This will be made up of the following key aspects:

1. Work alongside the High Performance Director to support the High Performance strategy to grow coaches and players in preparation for upcoming World Championships, including qualifiers and other international events
2. Contribute to the support and development of regional High Performance programmes
3. Formulate more detailed KPI and job functions to help progress the HP Programme

**Role Responsibilities**

- Responsible for selection of the team management, including all coaches, team managers and other support staff
- Be overall responsible, in conjunction with the relevant coaches etc., for the total preparation of the extended squad team and training programme for the APLU Qualifiers tournament 2025
- Develop and implement effective lacrosse techniques and tactics
- Establish a positive team culture and high standards across the programme
- Provide high level coaching at trainings, tours and tournaments

- Contribute to the NZL High Performance talent pathway by coaching and developing players and coaches
- Provide expert guidance and mentorship for upcoming coaches, players and regional High Performance programmes
- Maintain regular communication and collaboration with the NZL High Performance Director and other key NZL stakeholders where appropriate.

### **Core Capabilities and Experience**

- In depth experience and demonstrated success coaching at a High Performance level
- Experience and proven capability in the holistic development of elite athletes
- Specific knowledge of individual technique development, principles of play and delivery, as well as the ability to promote game sense aspects
- Understanding of concerns and the proven ability to integrate sports science, sports medicine and technological advancements into high performance training programmes
- Capacity to develop players and coaches to world level competition including the ability to formulate, analyse and respond to game strategies
- Excellent communication skills with an ability to relate to a wide range of people
- Innovative, energetic and motivational style
- Exceptional time management and organisational skills
- Able to work collaboratively as part of a Management team
- Demonstrated leadership qualities that drive winning performances and great sportsmanship

### **Key Requirements**

- A valid passport and ability to travel internationally
- No criminal record
- Drug free
- Must be available for the full term
- New Zealand based