



NORTHERN DISTRICTS CRICKET

Position Title	Head Coach Male Programme - Knights
Employer	Northern Districts Cricket (ND)
Full-time / Part-time	Full Time
Date	May 2020
Reports to	GM Performance and People
Key Internal Relationships	ND Board, ND Staff, Male Programme Support Staff, Male Programme Players, ND Coaches (Male & Female Programmes), ND Chair of Selectors.
Key External Relationships	BLACKCAPS Coaches, Contracted BLACKCAPS Players, NZC High Performance Staff, NZ Cricket Players Association, District Associations, Sponsors, Media
Primary Objective	Provide direction and leadership for the High Performance Male Programme across all cricket formats. Develop a clear cricket plan, coaching philosophy and overall program vision that aligns to the ND High Performance (HP) Strategy.
Location	<p>Hamilton (preferred) <i>Location is negotiable within the Northern District Region.</i></p> <p><i>This position does require the person to be connected to the wider organisation and staff. It is an expectation that a work plan be developed to ensure a suitable balance of time is spent in the ND office along with out in the field. It is understood that coaching does not promote consistent hours of work whilst travelling however the work plan will ensure there is the appropriate time allocated to work hours outside of team training and travelling requirements. The role will require extensive travel across the Northern District region and New Zealand.</i></p>

1. Technical and Personal Competencies

- Ability to create clear strategic plans to support programme delivery.
- High level ability to drive self-reflection and reflection in others to optimise learning.
- Leadership and presence that drives the shape of the ND Cricket environment, including managing staff and players.
- Strong relationship building skills that promote effective communication and high-level emotional intelligence towards all key stakeholders.
- Demonstrated understanding and execution of pedagogy in relation to team and individual coaching.

- Cricket knowledge relating to the technical and tactical requirements of the game with a demonstrated history and ability to coach one or multiple specific skill sets associated with performance cricket.
- Technology skills that align to the demands of modern sporting environments.
- Coaching qualification relevant to leading a professional domestic cricket programme.
- High level of drive, ambition and passion towards professional development and personal growth.

2. Key Responsibilities

- Develop and manage a strategic approach to implementing a well-planned and communicated Male Cricket Performance Programme that includes whole season, campaign/format and training plans.
- Lead the formal reflection and reporting process of whole season, campaign/format, training and individual performance plans developed and submitted as part of the ND Cricket coaching and performance staff with alignment to NZC HP Agreement and ND HP Strategy.
- Facilitation, development and communication of formal recorded Performance Plans for all players. This includes ongoing reflection and learning 1:1 with each individual in line with both NZC HP Agreement and ND HP Strategy.
- Lead the creation of an inclusive and safe learning environment that has clear expectations and behaviours which promote the development of players holistically, in line with the Northern District High Performance Strategy.
- Regular interaction and communication with players and staff to develop strong relationships across the environment. This includes participation in wider organisational activities such as staff meetings and strategy/planning days.
- Management of requirements relating to Athlete Management recording through established processes.
- Contribute to the development and implementation of best practice performance processes across the Northern District High Performance Programmes.
- Contribute to a strong two-way relationship with New Zealand Cricket High Performance staff, particularly those within the Blackcaps environment.
- Support of players who represent New Zealand teams from within our Performance and Pathway programmes.

3. Performance Indicators

The development of international cricketers and winning championships are important outcomes for ND and great reward for the people within our programmes. We believe that these outcomes are directly influenced by the success of the coach's ability to achieve the following Key Performance Indicators. It is therefore determined that coaching roles within the ND Cricket Performance and Pathways Programmes will be assessed around the following 5 key areas directly:

- a) Vision & Strategy
- b) Shape the Environment
- c) Build Relationships
- d) Technical Craft
- e) Learn and Reflect

These areas are outlined in greater detail below.

(a) Vision and Strategy

- Establish both an individual and collective cause worth fighting for – where people are inspired and selflessly invested in the journey as a team.
- Align and support the communication, education and execution of the ND HP Strategy across all coaches, players and key stakeholders.
- Be open to challenging the traditional cricket performance environment and excited by the opportunity that innovation brings.
- Invest in and contribute to the National Programmes, driving alignment to New Zealand Cricket positively through our environment.
- Empower the players and staff to own their individual and collective contributions to the overall goal/s of the team and organisation.
- Effectively and consistently communicate across coaches, staff and players your plans, how they will be measured in relation to performance and how they are tracking.

(b) Shape the Environment

- Pull people together, build alignment and a cohesive yet challenging culture across the programme.
- Build strong connections through empathy, vulnerability and meaningful communication.
- Be an agent of change, with strong presence that leads the changing of attitudes, behaviours and standards which are required for ND Cricket to lead cricket in New Zealand.
- Foster respect for individuals, programme, environment and broader cricket objectives across the region and the country.
- Embrace the opportunity to positively influence the cultural norms and expectations across ND Cricket and District Associations.

(c) Build Relationships

- Provide strong leadership built on deep connections established across all staff and players. This includes being open and showing vulnerability in the way you lead.
- Demonstrate genuine and enduring interest and support of players' lives beyond cricket.
- Influence key stakeholders beyond players to support the journey.
- Be an agile leader who can adapt style and approach to get the best from different types of people and situations.
- Lead and manage, in collaboration with the General Manager Performance and People the direction, development and performance of all coaching and support staff within the Male Performance Program.

(d) Technical Craft

- Educate the playing group around the technical and tactical elements relating to all formats of cricket.
- Lead and facilitate the individual development of players and their skills sets to support their formal performance plans.
- Bring an innovative mindset to coaching that is well planned and delivers a training environment that aligns to campaign plans, individual development and provides a challenging yet enjoyable environment.
- Utilise developments in intelligence and trends to inform plans and key decisions. Ensure that key focuses are measurable to provide continual reflection and feedback relating to progress and performance.
- Facilitate and lead a relationship with the captain/s that allows the implementation of clear tactics and plans within and across programmes, games & players.

(e) Learn and Reflect

- Promote and exhibit a solutions-based approach to challenges that present themselves.
- Engage in regular mature self-reflection to manage self, situations and others in a complex cricket environment. Leading through example the importance of quality reflection and the skills associated with the practice.
- Rely on your strong set of personal values and leadership philosophy to lean-in and positively impact in challenging settings across individuals and the environment.
- Foster continuous improvement through regular monitoring, reviews and problem solving. Deliver a platform that ensures well planned and structured preview/scouting and review opportunities are meaningful and support campaign and individual player plans.
- Engage and support learning opportunities across the region and through NZC directly.
- Contribute to the ND HP Strategy and NZC-Major Association HP Agreement through effective planning and reflection.