



**HIGH PERFORMANCE
SPORT NEW ZEALAND**

Head of High Performance Coaching

High Performance Sport
New Zealand

SPORTSPEOPLE
RECRUITMENT



- **Lead, develop and support the HPSNZ High Performance (HP) Coaching Team**
- **Bring to life the HPSNZ vision for world class coaches in a national system where coaching is prioritised**
- **Auckland based**

About Sport New Zealand Group

Sport New Zealand (Sport NZ) and High Performance Sport New Zealand (HPSNZ) have a shared purpose – to contribute to the wellbeing of everyone in Aotearoa New Zealand. Together they believe that growing the quality of participation opportunities helps to maximise wellbeing and feeds the pathway to elite sport, and success on the world stage in turn helps inspire participation.

Sport NZ is a kaitiaki (guardian) of the play, active recreation, and sport system in Aotearoa New Zealand.

High Performance Sport NZ leads the high performance sport system, supporting athletes and coaches to deliver performances on the world stage that inspire the nation and communities, helping to build national identity and promote New Zealand internationally.

As a crown agency, Sport NZ and HPSNZ promotes and supports quality experiences in play, active recreation and sport, including elite sport, to improve levels of physical activity and ensure the greatest impact on wellbeing for all New Zealanders. Together, Sport NZ and High Performance Sport NZ provide end-to-end leadership of the system in partnership with key National Sport Organisations (NSOs).



High Performance Sport New Zealand

Vision: Inspiring Performance Every Day

Role: HPSNZ's role is to enable and empower world class sporting performances that inspire New Zealanders, within environments that value wellbeing. Working in partnership with National Sporting Organisations (NSOs) to target specific sports and campaigns, HPSNZ contributes specialist performance support resources and expertise, and provides strategic investment to enable success on the world stage. HPSNZ also supports the wider high performance sport system, providing independent advice and knowledge.

Strategically, the focus is on achieving systems shifts in the following areas:

- Wellbeing and Leadership: Enriching performance environments that empower and support individuals to optimise their potential and enhance their ability to thrive in their sporting and non-sporting lives. Also remaining committed to supporting NSOs in their focus on addressing the issues of athlete voice and gender equity in high performance sport leadership and coaching roles.
- Performance Pathways: Greatly enhanced performance pathways delivering an accessible national performance network for the development of future talent, while providing elite athletes with the support they need to become world class. Performance pathways are designed to support the identification and development of athletes and coaches who have the potential to win on the world stage, while supporting elite athletes in their endeavours.
- Funding and Investment: An expanded funding and investment framework with greater agility, enabling investment in more sports, more athletes to be identified earlier and more communities engaged and inspired by New Zealand's success.

The Head of High Performance Coaching is an important member of the HPSNZ team. This is an exciting time to be part of leading High Performance Sport New Zealand (HPSNZ) through a period of change and transition focused on playing to strengths and creating a more customer-focused future.



Head of High Performance (HP) Coaching

Coaching is a top priority for HPSNZ. New Zealand has a small talent base of coaches, so it is critical that HPSNZ support for coaches assists them to accelerate their development and performance.

Reporting to the General Manager - Performance Partnerships, the Head of High Performance (HP) Coaching is responsible for bringing to life the HPSNZ vision for coaching - world class coaches, in a system where coaching is prioritised and coaches are highly valued - and in so doing, ensure that athletes have the coaching they need to win. A fundamental enabler is the partnership with NSOs.

The Head of High Performance (HP) Coaching will lead HPSNZ's HP Coaching Consultants and the Manager of the Coach Accelerator Programme and will lead the implementation and delivery of the HPSNZ Coaching Pathway.

The role will suit candidates experienced in influencing and facilitating behavioural change in people and organisations, and with a strong understanding of the New Zealand sports landscape.

These experiences may have been gained directly in high performance sport either as a Head Coach or High Performance Director or alternatively through working in a leadership, coaching or mentoring capacity with high achievers.

Regardless, candidates will need to demonstrate a clear understanding of the requirements of high performance coaches and best practice in high performance coaching.

Job Purpose

Working as a member of the Leadership Team to achieve the objectives of the organisation this role is specifically responsible for:

- Provide strategic leadership to promote and achieve effective National Sports Organisation (NSO) High Performance Coaching Pathways as part of HPSNZ's 2024 strategic plan.
- Ensure the HP Coaching Pathways approach is integrated with other key functions across HPSNZ and the wider Sport NZ group.
- Oversee the delivery, monitoring and evaluation of HPSNZ's strategic HP Coaching Pathway initiatives (i.e. Core Knowledge, Te Hāpaitanga, Coach Accelerator).



Key Accountabilities

Strategic

- Contribute to the integrated Performance Partnerships outcomes, escalating coaching related issues and providing constructive solutions at both sport specific and system level.
- Work closely with the Performance Partnerships Leadership Team to provide strategic advice and leadership on HP coaching designed to drive greater system alignment and effectiveness.
- Support the Head of Performance Team Leaders with constructing pathway case management learnings, ensuring evidence-based decisions informed by operational frontline perspectives.
- Work collaboratively with the Head of Intelligence, to ensure HP coaching pathway intelligence is fed in and, outputs contextualised.
- Work collaboratively with the Head of Performance Pathways to ensure HP coaching pathway initiatives are integrated and outputs contextualised.
- Work with the Performance Partnership Leadership Team (PTL) to support the ongoing development of the Integrated Health Check and its integration, triangulation, and contextualisation.
- Develop strategic working relationships with Performance Team Leads (PTLs) and Heads of Disciplines in order to stay abreast of system wide pathway issues.
- Proactively seek out new knowledge that could provide novel solutions to HP Coaching pathway opportunities facing the NZ High Performance System and act on those opportunities where identified.
- Work with the Performance Partnership team to ensure that there is a continued environment of creativity, shared opportunities, and a culture of progressive and sustained improvement within the HP Coaching area.

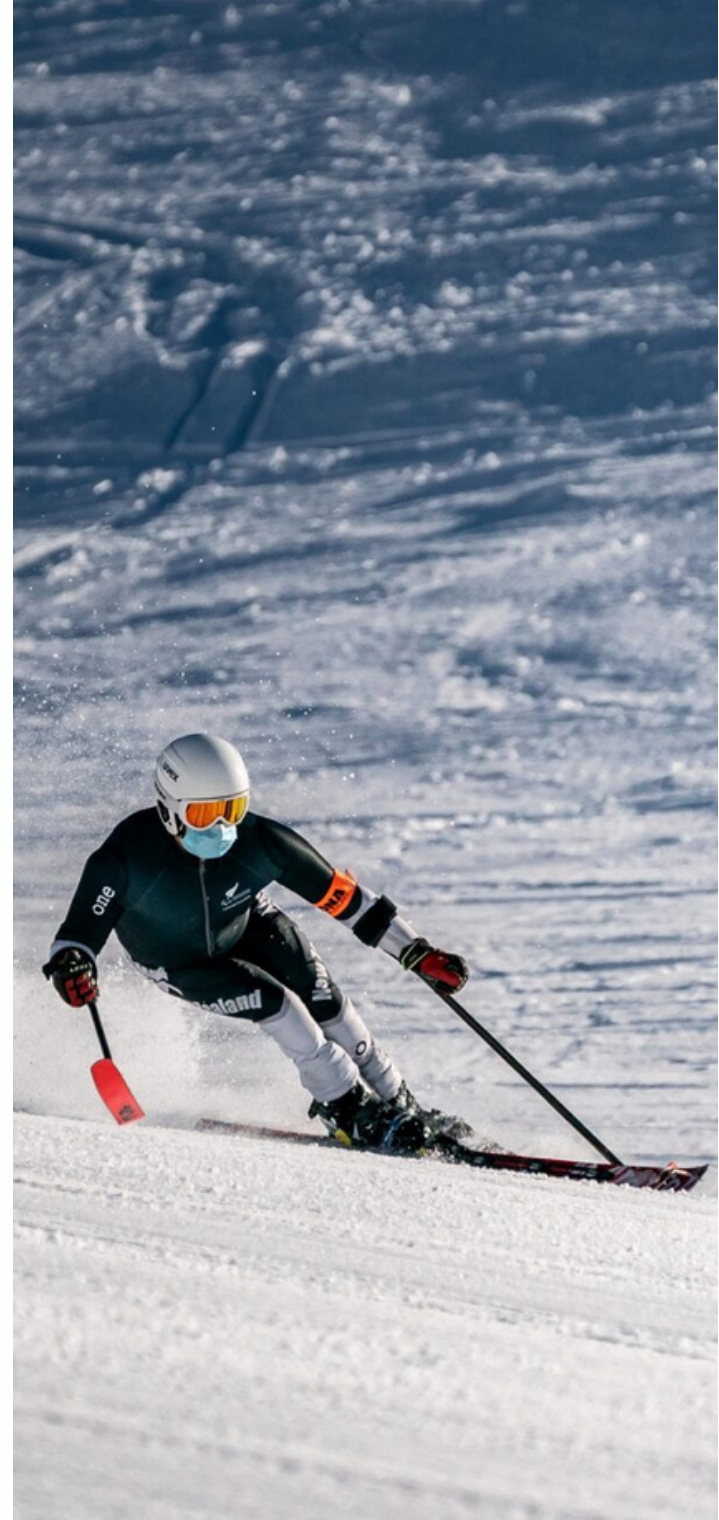
Operational

- Oversee the delivery, monitoring and evaluation of HPSNZ's strategic HP Coaching Pathway initiatives (i.e. Core Knowledge, Te Hāpaitanga, Coach Accelerator).
- Lead the performance and ongoing development of HPSNZ's HP Coaching team.
- Support the PTLs to oversee effective business planning and operational monitoring of HP Coaching Pathways, tracking programme deliver against agreed KPIs, quantifying impact and quality assuring interventions.
- Actively contribute to Performance Partnerships Team meetings ensuring a continual link between strategy and successful implementation with sports pathway strategies.

Health, Safety & Wellbeing

All HPSNZ employees have a responsibility to work towards maintaining a safe and healthy work environment for both work colleagues and visitors, including contractors. This is achieved by:

- Practicing and encouraging safe work methods, using resources and equipment appropriately.
- Taking all reasonable and appropriate steps to minimise and where possible, eliminate the risk of harm or injury to others.
- Reporting all workplace hazards and accidents to the appropriate person or authority.
- HPSNZ health, safety & wellbeing policies and processes are observed and implemented on time and to standard.



Key Relationships

Reports to

- General Manager - Performance Partnerships

Direct Reports (5)

- High Performance Coaching Consultant
- Coach Accelerator Programme Leader
- Core Knowledge Learning Consultant
- Core Knowledge Consultant
- Te Hapaitanga Lead

Internal Relationships

- HPSNZ Senior Leadership Team
- Head of Performance Team Leaders
- Head of Performance Pathways
- Performance Team Leaders
- Performance Support Heads of Discipline

External Relationships

- National Sport Organisations (NSOs) High Performance Directors
- NSO HP Coaching/Coaching Managers
- Partner Organisations (Hubs and Pods)
- HP Coach Advisory Group
- Key experts in the field of HP Coaching (including experts in the field of coach identification, professional development, coach retention & succession planning)

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

Qualifications

- Tertiary qualification, industry qualification or other evidence of relevant learning at a significant level

Experience and Knowledge

- Intimate knowledge and applied experience in the identification and development of HP coaches, including knowledge of systems and structures that promote quality coach development. Proven experience leading (i.e. people, culture, change) within a high performance environment.
- Proven track record of effective management (i.e. self, people, budget) with a high performance environment.
- Management and leadership experience of a multi-disciplinary team
- Demonstratable experience in strategic, operational planning and implementation, international and industry benchmarking.
- Experience of working in a multidisciplinary and integrated manner.
- Knowledge of, and commitment to, the Treaty of Waitangi
- Knowledge of HPSNZ's role and responsibilities as a Crown Agency and an awareness of the wider social and political context in which HPSNZ operates.

Skills

- High self-awareness, understands impact on others and has the ability to remain humble.
- Possess confidence and credibility to operate at a management level.
- Strong strategic outlook, excellent problem-solving skills, and decision making skills.
- Proven exceptional people management skills, ability to work effectively within a team environment
- Excellent interpersonal, communications (including strong presentation skills & report writing) and influencing skills.
- A creative thinker with the tenacity and confidence to see things through from implementation to completion
- Strong strategic, planning and organisational skills, ability to prioritise, meet timescales and manage a demanding schedule
- A proven ability to quickly build strong networks and relationships with key external, individual and partner organisations

Treaty of Waitangi

All HPSNZ staff must have knowledge of, and commitment to, the Treaty of Waitangi. HPSNZ is committed to upholding the mana of Te Tiriti o Waitangi and Treaty principles of Partnership, Protection and Participation.

HPSNZ is also committed to building a bi-cultural foundation that acknowledges:

- Our past - HPSNZ is committed to upholding the mana of Te Tiriti o Waitangi
- Our present - HPSNZ is the kaitiaki of the high performance sport sector
- Our future - drawing down on tangata whenua wisdoms to accelerate our HP sector

Hours of Work

This is a permanent full time position. Given the unique nature of the sport industry, working outside of office hours may be required from time to time.

In line with the flexible working arrangements policy, flexible work arrangements as part of this role may be explored.

Location & Travel

The role is based at the HPSNZ head office at AUT Millennium - **Auckland**. The role will require some travel within New Zealand from time to time.

Remuneration Guide

A senior executive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experience. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

HPSNZ website: **hpsnz.org.nz**

Facebook: **facebook.com/hpsnz**

Twitter: **twitter.com/HPsportNZ**

Residency & Immigration

HPSNZ will consider internationally based candidates who meet work visa requirements and will accommodate time for relocation should this be required prior to starting.

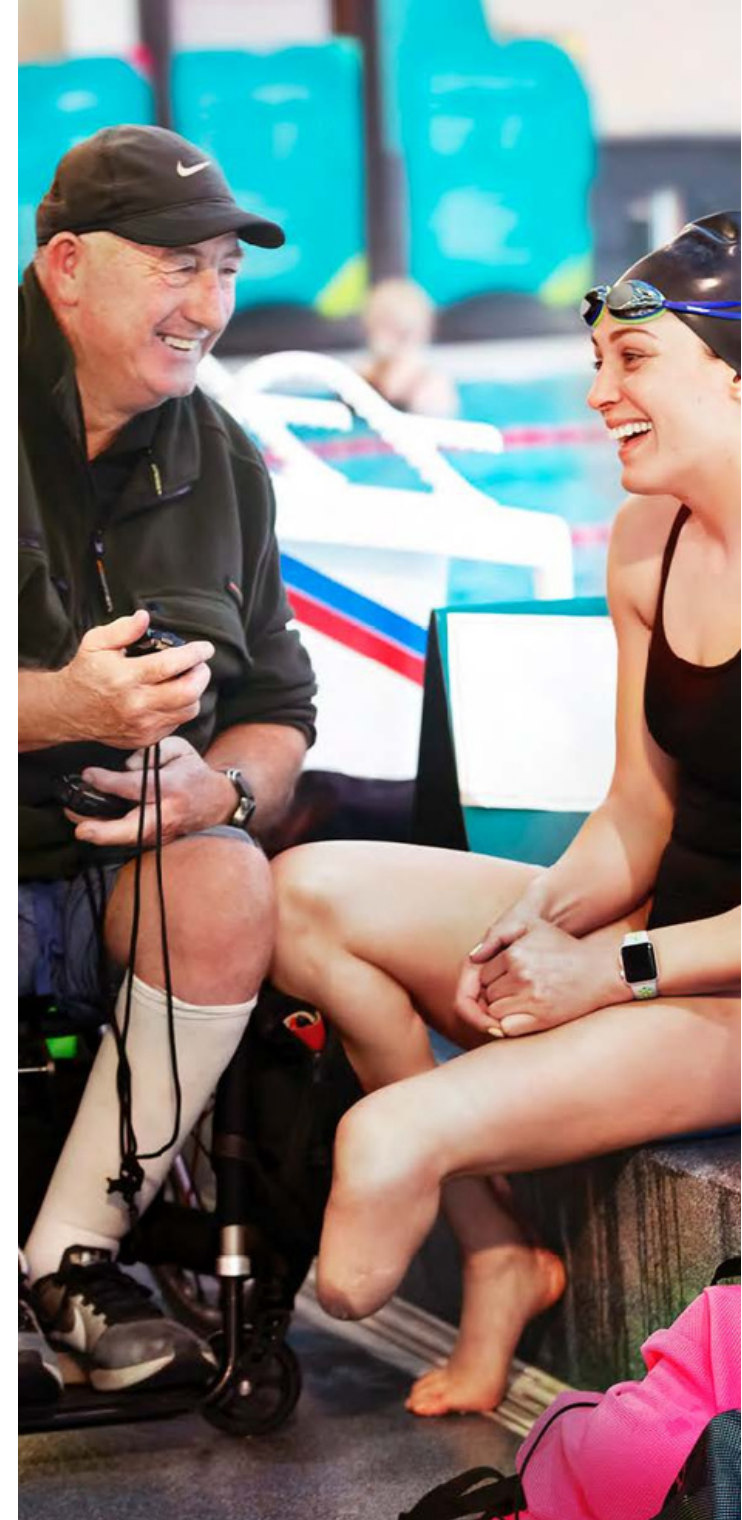
Timelines

Final interviews and the appointment of the Head of HP Coaching, High Performance Sport New Zealand are scheduled for early September, 2022.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Commonwealth Games - EOI

Should your attendance at the Commonwealth Games impede your ability to prepare a comprehensive application for this position, you are welcome to submit a formal Expression of Interest before the advertised close date via email to **jobs@peoplerecruitmentgroup.com** in order to be considered for this role.



Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications Close: 5pm Wednesday 24 August, 2022

Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via **sportspeoplerecruitment.com/jobs**

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill on +61 408 258 337** or **FREECALL NZ 0800 634 388** or **+61 2 9555 5000** or via **jobs@peoplerecruitmentgroup.com**.

About Sportspeople Recruitment

The Head of High Performance Coaching, High Performance Sport New Zealand search and recruitment process is being managed exclusively by **Sportspeople Recruitment** - a specialist division of People Recruitment Group.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 26 years in 2022 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by High Performance Sport New Zealand as the exclusive search partner for the Head of High Performance Coaching position.

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