



High Performance Coach - Kayak Sprint

Canoe Racing
New Zealand

SPORTSPEOPLE
RECRUITMENT **30** 1996 - 2026



- **Join one of the world's leading canoe sprint programmes preparing for Los Angeles 2028 & Brisbane 2032**
- **Coach Olympic and World Championship medallists and emerging international talent**
- **Auckland based, travel with the team**

About Canoe Racing New Zealand

Canoe Racing New Zealand (CRNZ) is the national sporting organisation responsible for sprint, marathon and ocean kayaking in New Zealand.

Over recent Olympic cycles, New Zealand has established itself as one of the world's leading canoe sprint nations, delivering consistent Olympic, World Championship and World Cup success across multiple events.

CRNZ's High Performance Programme is primarily based in Auckland and operates within a collaborative, integrated and athlete-centred environment supported by world-class performance support services through High Performance Sport New Zealand (HPSNZ).

Athletes and coaches work together in an environment focused on daily excellence, continuous learning and long-term international success.

Pursuing Excellence Together

CRNZ work is underpinned by their values of:

- Courage
- Accountability
- Humility
- Mana



High Performance Coach - Kayak Sprint

Reporting to the High Performance Director, the High Performance Coach will play a critical role in delivering daily training excellence, supporting athlete development and contributing to international performance outcomes.

Working as part of an integrated coaching team, the role will coach high performance kayak sprint athletes and crews within Canoe Racing New Zealand's performance programme and will help create an environment that enables athletes to achieve sustained world-class performance.

This is a rare opportunity to coach within a collaborative, ambitious and athlete-centred environment alongside internationally recognised athletes, coaches and performance support staff while helping shape the future of one of the world's most successful canoe sprint programmes.

The High Performance Coach role requires not only technical expertise but also clear communication skills and strong inspirational leadership to guide and mentor the athlete group. To be considered for this role, you must have a proven track record of delivering high-performance results at the elite or U23 international level.

A deep understanding of the needs of athletes, coaches, and the broader high-performance paddling community, combined with the ability to work collaboratively alongside multidisciplinary teams, is critical.

As no motor boats are permitted on Lake Pupuke, candidates must have the ability and willingness to regularly paddle alongside athletes within the performance environment.

This is a unique and exciting opportunity for an experienced and highly motivated High Performance Coach to join a world-class performance programme building towards Los Angeles 2028, Brisbane 2032 and beyond.



Key Responsibilities

High Performance Coaching

- Design and implement creative training environments that accelerate skill acquisition and performance progression.
- Regularly paddle alongside athletes within the daily training environment to observe and support technical development.
- Deliver technical coaching through world-class execution of daily training, effectively briefing and debriefing athletes around training objectives and outcomes.
- Coach in alignment with CRNZ's coaching methodology and technical framework, providing timely technical and tactical feedback during training and competition.
- Support athletes to perform at targeted domestic and international competitions.
- Contribute to athlete selection, campaign planning and performance reviews as required.

Athlete Development

- Lead the development, implementation and ongoing review of Individual Development and Performance Plans.
- Apply an holistic approach to athlete development that balances performance, wellbeing and long-term progression.
- Foster athlete ownership, accountability and commitment to excellence.
- Support athletes in achieving international performance outcomes.

Performance Planning and Analysis

- Collect, manage and analyse training and competition data using CRNZ systems and frameworks.
- Work collaboratively with HPSNZ performance support staff to maximise athlete performance.
- Utilise objective and subjective performance information to inform decision-making and athlete development.
- Contribute to campaign evaluations and continuous improvement initiatives.

Performance Environment and Culture

- Strengthen and uphold a culture of excellence aligned with CRNZ's vision, values and performance principles.
- Support a high-performance environment built on trust, collaboration and accountability.
- Contribute positively to an integrated coaching team.
- Demonstrate behaviours consistent with a world-class performance programme.

Communication and Collaboration

- Maintain regular communication with the High Performance Director and wider coaching team.
- Work effectively within an interdisciplinary high-performance environment.
- Build positive and productive relationships with athletes, coaches, support staff and key stakeholders.
- Provide timely updates regarding athlete development, performance progress and programme initiatives.

Success in the Role

The successful candidate will:

- Deliver consistently high-quality daily training environments.
- Contribute to improved athlete and crew performance.
- Help athletes progress towards World Championship, Olympic and Paralympic success.
- Strengthen CRNZ's coaching culture and technical framework.
- Foster strong relationships across the high-performance system.
- Demonstrate a commitment to continuous learning and coaching excellence.

Hours of Work

This is a permanent Full Time position. Due to the nature of the role, early morning, evening and weekend work will be required.

Location and Travel

This position will be primarily based in Auckland. Canoe Racing New Zealand is located at AUT Millennium in Rosedale, Auckland. CRNZ athletes train 15 mins away on Lake Pupuke.

The nature of the position will require domestic and international travel as required (approximately 8-12 weeks annually).



Selection Criteria

Candidates applying for this role must demonstrate relevant experience in the **core functional areas outlined in the Position Overview** and possess a range of personal skills and attributes, including:

Essential

- Relevant tertiary qualification in sport science, coaching, exercise science, human performance or a related discipline, OR significant equivalent high-performance coaching experience.
- Proven success coaching athletes within a high-performance environment.
- Experience developing athletes and crews towards national and international performance outcomes.
- Strong technical coaching expertise and the ability to operate effectively in an on-water coaching environment.
- Proven ability to positively influence performance behaviours, standards and culture.
- Experience working collaboratively within multidisciplinary performance teams.
- Excellent communication and relationship-building skills.
- Strong analytical, planning and decision-making capability.
- High levels of personal accountability, professionalism and integrity.
- The ability and willingness to regularly paddle alongside athletes within the performance environment (no motor boats are permitted on Lake Pupuke).
- A current driver's licence.

Highly Desirable

- Experience coaching athletes at Olympic Games, World Championships, World Cups, Continental Championships or equivalent international competition.
- Experience within a national sporting organisation, institute of sport or high performance system.
- Demonstrated success developing athletes from pathway to podium.

Residency and Immigration

Canoe Racing New Zealand welcomes applications from both New Zealand based and international candidates, and will accommodate time for relocation should this be required prior to starting.

For outstanding candidates located offshore, relocation and visa support may be available.

Candidates requiring immigration assistance are asked to nominate this on the Application Form at the time of applying.

Remuneration Guide

An attractive remuneration package including a motor vehicle 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.

Timelines

First round shortlist interviews (late October) will likely be held online, accommodating candidates regardless of location.

Final interviews and the appointment of this role are scheduled for November, 2026.

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

Website and Social Media

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

CRNZ website: canoeracing.org.nz

Facebook: facebook.com/canoeracing

Instagram: instagram.com/canoeracingnz

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:

11pm Wednesday 14 October, 2026.

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 admin@sportspeoplerecruitment.com

About Sportspeople Recruitment

The High Performance Coach - Kayak Sprint, Canoe Racing New Zealand search and recruitment process is being managed exclusively by Sportspeople Recruitment.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 30 years in 2026 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 Canoe Racing New Zealand as the exclusive search partner for the High Performance Coach - Kayak Sprint position.

Sportspeople Recruitment
Global Talent - Local Solutions
Proudly servicing Australia and New Zealand

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply.

Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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