

Job Description

TITLE OF POSITION:	Head Coach
POSITION TYPE:	Volunteer
TEAM:	Southland Cricket (Hawke Cup – Senior Men’s)
REPORTS TO:	General Manager
LOCATION:	Southland Cricket Association, Queens Park, Invercargill
DATE ESTABLISHED:	2023/2024 season onwards (exact starting date TBC)

ABOUT SOUTHLAND CRICKET

Our vision is to inspire our existing and next generation of cricketer and cricket fan for life.

Cricket in Southland carries with it a long (over 125 years) and rich history. Six periods throughout our past we have held the Hawke Cup, and as recently as 2018.

Southland Cricket is one of three southern districts in the Otago Cricket region and participate in ‘Zone 4’ of the New Zealand Cricket Hawke Cup competition. Our purpose is to lead the growth of Cricket within our Community.

We are committed to a core set of values that drive our motivation, planning and delivery and are a strong catalyst to strengthening the brand and image of Southland Cricket.

- Courage, Pride, Commitment, Respect, Unity

PURPOSE OF THE POSITION

Quality environments and people who produce winning Southland teams and who support the development of Volts and Sparks players.

The Southland Hawke Cup Team is our shop window of cricket across Southland. We pursue and develop quality performance environments and people to produce outstanding young players and teams.

- We drive a culture of improvement with a view to consistently producing winning teams that inspire our fans and wider community.
- We develop and implement an effective long-term performance and talent plan that delivers success for players, coaches and teams.

The role of the Head Coach is a voluntary position (cost reimbursed) to prepare the senior men’s team for regional/domestic competition, with input into programming, talent ID, development and age-group selection where appropriate.

- Preseason training (weekly)
- In Season weekly training
- Fixtures (Minimum 5 x 2 Day matches)
- Additional warm up fixtures where appropriate

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TASK DESCRIPTION (Prime Responsibilities)

Key Task:	Expected Outcome:
Southland Cricket Head Coach	<ul style="list-style-type: none"> • Lead the Southland Hawke Cup programme, including programme development and scheduling • Lead the training environment including planning and communication • Through quality coaching practice, develop players with the necessary attributes and skills that represent Southland and are striving towards New Zealand representation across all formats of the game. • Support and maintain the team values, standards and protocols that fit within the overarching values and goals of SCA HP • To act in the best interests of overall team performance at all times – challenge internally and support externally. • Assist with travel, accommodation, transport, allowances, petty cash, media and sponsor requirements
Selection	<ul style="list-style-type: none"> • Lead selection committee • Lead the selection process for the development group with established selection committee. • Ensure strong communication with players, coaches and parents (where appropriate) regarding selection philosophy, process and structure.
Personal Development	<ul style="list-style-type: none"> • Develop a personal development plan • Seek opportunities to upskill • Connect with OCA/NZC performance staff

QUALIFICATIONS:

- Accredited Coach NZC or international qualification
- Current driver's license
- Must be legally entitled to work in New Zealand

WORKING EXPERIENCE:

- Experienced coach/player at the appropriate level, excellent understanding and working knowledge of best practice structured development programming
- Demonstrated in-depth understanding of the on and off field requirements of elite athletes
- Understanding of the development requirements
- Demonstrated understanding of the individual needs of athletes when transitioning both into and out of an elite system

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SKILLS, KNOWLEDGE AND EXPERIENCE:

Leadership	<ul style="list-style-type: none"> • High levels of motivation and relevant experience in development coaching of talented athletes • Strong leadership and interpersonal skills with a demonstrated track record of successful leadership and management of people • Excellent planning skills • Ability to influence others, with excellent team building, collaboration and partnering skills • Self driven • Works for the greater good of the organisation • Open to change
Technical Skills (Specific Job Skills)	<ul style="list-style-type: none"> • Knows how to communicate effectively with players • Understands the learning process and training principles • Understands the various coaching styles • Understands long term player development • Understands the causes and recognises the symptoms of over training • Understands how to reduce the risk of injury to players • Able to prepare training programs to meet the needs of each player • Able to assist players to develop required skills • Able to use evaluation tests to monitor training progress and predict performance • Able to evaluate the players competition performance • Ability to present effectively to players, stakeholders/partners as required • Ability to manage and measure work including setting clear objectives and measures and monitoring progress against targets set • Competent in the use of current Microsoft Office Suite products particularly Outlook, Word, Excel and PowerPoint • Understanding of the cricket landscape within NZ • Strong technical knowledge of all facets of the game of cricket
Core Competencies	<ul style="list-style-type: none"> • Self awareness (seeks feedback, challenges own coaching ability, understands the impact their behaviour has on others) • Builds trust (displays empathy, operates with integrity, supports others) • Makes change happen (encourages boundaries to be broken, ensures performance improvements happen) • Gets the best out of others (sets challenging expectations, ensures player learning, customises communication, provides feedback / reinforcement, builds confidence) • Assists to manage the vision and purpose of the overall organisation unit (inspires and motivates, talks about possibilities, is optimistic) • Is cool under pressure (can be counted on to hold things together during tough times, is not knocked off balance by the unexpected, is a settling influence in a crisis)

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PERSONAL ATTRIBUTES & OTHER REQUIREMENTS

- Commitment and alignment to the vision and values of Southland Cricket
- Is passionate and enthusiastic about cricket
- Diplomatic and tactful approach and is a good listener
- Articulate and able to communicate with all stakeholders
- Able to plan, organise and prioritise own work to achieve objectives and outcomes to a high standard and within agreed timeframes
- Ability to work under pressure while maintaining attention to detail
- Must be proactive and demonstrate initiative and courage when required
- Capacity and enthusiasm to learn new concepts and tasks and take on additional responsibilities and be open to feedback
- Demonstrates the personal qualities and attributes that will contribute to building effective personal relationships
- Strong professional ethics - high level interpersonal and relationship building capabilities
- Excellent written and verbal communications skills
- Personal empathy and sensitivity to personal issues amongst the player group
- A can-do, team-focused approach with delight at helping others reach their potential

Responsible For:

Internal relationships	Southland Cricket staff
External relationships	Players, stakeholders (predominantly District coaches and secondary schools), parents, sponsors
Date	

Any person interested should please contact Lauren Roney (General Manager) on 0272735552 or manager@southlandcricket.co.nz.