

Pulse Head Coach Position Description

POSITION	Pulse Head Coach
REPORTING TO	High Performance Director, Netball Central Zone
LOCATION	Central Zone, nationally and internationally as required
HOURS OF WORK	Such hours as necessary to carry out duties. This will involve a minimum of 40 hours per week and will at times include working outside of normal office hours, including evenings and weekends.
DIRECT REPORTS	Pulse Team Manager Pulse Assistant & Specialist Coaches Pulse Support Staff including contracted Support Service personnel

POSITION OBJECTIVE

Netball Central Zone aim to produce a home grown Pulse team who win the ANZ Premiership every year. The Pulse Head Coach is expected to develop, implement and lead a world class netball programme that prepares the Pulse Team for consistent success in the ANZ Premiership. The Coach will lead the Pulse Team on and off the court to the highest possible standard of playing performance and professionalism, enhancing the Pulse Team brand and the team's place in our community.

RELATIONSHIPS

The Pulse Head Coach is responsible to the NCZ High Performance Director, who will sign off the Pulse campaign plan to maximise the performance of the players and the team. The Coach will report to the High Performance Director on all day to day aspects of player and team management including performance issues. In areas of media and sponsorship matters, including sponsorship obligations and any other matters of relevance, the Pulse Coach will report to the NCZ Chief Executive.

The Pulse Coach will line manage all support services personnel whether contracted or employed.

OTHER RELATIONSHIPS:

Internal	External
Pulse Team Staff and contractors	NNZ Performance Manager and Silver Ferns Head Coach
Pulse Team sponsors and commercial partners	Media
Pulse Team region's stakeholders	Other Franchise Coaches
Netball Central Zone, its Centre Managers and their stakeholders and volunteers	Other NNZ staff
Pulse Team players and their representatives	National umpires and other match officials
	NZ Players Association

KEY TASKS & OUTPUTS

KEY TASKS	EXPECTED OUTPUTS
1. Win ANZ Premiership	<ul style="list-style-type: none"> A campaign plan aimed at winning the ANZ Premiership every year is developed and implemented annually. Milestones within the plan are consistently achieved.
2. Team Selection Work with the Chief Executive and the Performance Manager to assemble a competitive team roster that can win the ANZ Premiership	<ul style="list-style-type: none"> The best available players are selected and signed to play for the Pulse Team. Coach demonstrates understanding of and compliance with NZPA collective agreement conditions.
3. Maximise Individual Player and Team Performance Maximise available resources to ensure that individual players are technically, tactically, physically and mentally prepared to perform to the highest possible standard and to achieve as a	<ul style="list-style-type: none"> Ideal Performance Plans developed, implemented, maintained and regularly monitored for all team and wider squad members. Responsibilities clearly and appropriately delegated to Assistant Coach, appointed Specialist Coaches and Support Service providers.

team, success against all opposition.	<ul style="list-style-type: none"> • Pulse Team players and staff (permanent and contracted) report high levels of satisfaction with Head Coach. • Personal development plan created and successfully implemented, demonstrating ongoing commitment to continuous self-improvement
4. Media Develop and foster positive and professional relationships with media personnel	<ul style="list-style-type: none"> • General Manager reports high level of respect within media circles for the Coach and receives positive feedback with regard to accessibility and professionalism.
5. Home Grown Pulse Team Support NCZ Talent Identification and Development programmes as directed by the High Performance Director	<ul style="list-style-type: none"> • NCZ Talent Development KPIs are met • NCZ Performance Coaching and Selection KPIs are met
6. Commercial/Sponsors Work with Chief Executive to establish positive and professional relationships with key sponsors.	<ul style="list-style-type: none"> • Commercial obligations are met. • The contribution of funders and sponsors is appreciated and recognised at every appropriate opportunity.
7. The Rules of the Game Maintain positive and professional working relationships with national and international officials.	<ul style="list-style-type: none"> • Coaching staff, players and team management demonstrate a thorough understanding and respect for the rules. • Umpires, bench officials and other event staff are treated with respect in all interactions with the coach and the team.
8. General	<ul style="list-style-type: none"> • Completion and submission of regular reports to the Board and Performance Manager as required. • Completion of tasks as directed by the High Performance Director. • Available to be seconded by Netball New Zealand into short term campaign coaching in national programmes, as agreed between the parties.

PERSON SPECIFICATION

Experience

1. Ideally, experience coaching netball at New Zealand/Australia elite and/or domestic level; and/or international level at senior or U21.
2. Has a Performance Coach qualification or equivalent as approved by NNZ.
3. Developed and implemented an effective periodised plan that:
 - Included a team vision and values
 - Included clear and appropriate team protocols and standards
 - Integrated all aspects of sports science
 - Routinised reflective practice
 - Was regularly reviewed, updated and reported upon.
4. Managed and enhanced player performances in competition by:
 - Creating a successful performance environment around all competition events
 - Clearly and accurately identifying strategic and tactical issues in-game and taking appropriate corrective action
 - Using effective and varied player and game review procedures
 - Providing effective formal and informal feedback on player performance
5. Managed and developed player performance in training by:
 - Creating a training environment that supports players to learn and develop
 - Maintaining records of team and opposition performances over time to identify trends in competition and using these record to inform training sessions
 - Delivering purposeful, planned, well-structured practices that are routinely evaluated
 - Delivering practices that enhance the player's technical and tactical development
 - Creating an environment where players remain focused throughout the training session
 - Providing timely, specific and constructive feedback on performance
 - Adapting training to meet individual player needs and learning preferences
 - Encouraging players to have input into and take ownership of training sessions
6. Managed staff to effectively implement a programme or project.
7. Established and maintained positive working relationships with both paid and unpaid netball staff and volunteers, the media, sponsors and stakeholders.

Knowledge:

1. Is a netball expert demonstrating strong understanding of the technical and tactical requirements of the game, each playing position and all areas of court.
2. Demonstrates sound understanding of selection policies, principles and methodology, including positional coverage and depth, in creating and signing the Pulse Team roster.
3. Demonstrated experience in maximising performance by effectively utilising available resources and support services.
4. Demonstrated experience effectively managing a medium size team comprising a diverse range of abilities, motivations, experience, expertise and ethnicity.
5. Demonstrated experience in developing and nurturing talent; and a sound understanding of athlete development principles and pathways.
6. Understands the importance of ensuring players and management represent the Pulse Team brand positively in the media and in public.

Competencies:

1. **Building Effective Teams:** Blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.
2. **Drive for Results:** Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
3. **Motivating Others:** Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each person's hot button and use it to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.
4. **Sizing up People:** Is a good judge of talent; after reasonable exposure, can articulate the strengths and limitations of people inside or outside the organization; can accurately project what people are likely to do across a variety of situations.
5. **Composure:** Is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis.
6. **Integrity and Trust:** Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.