



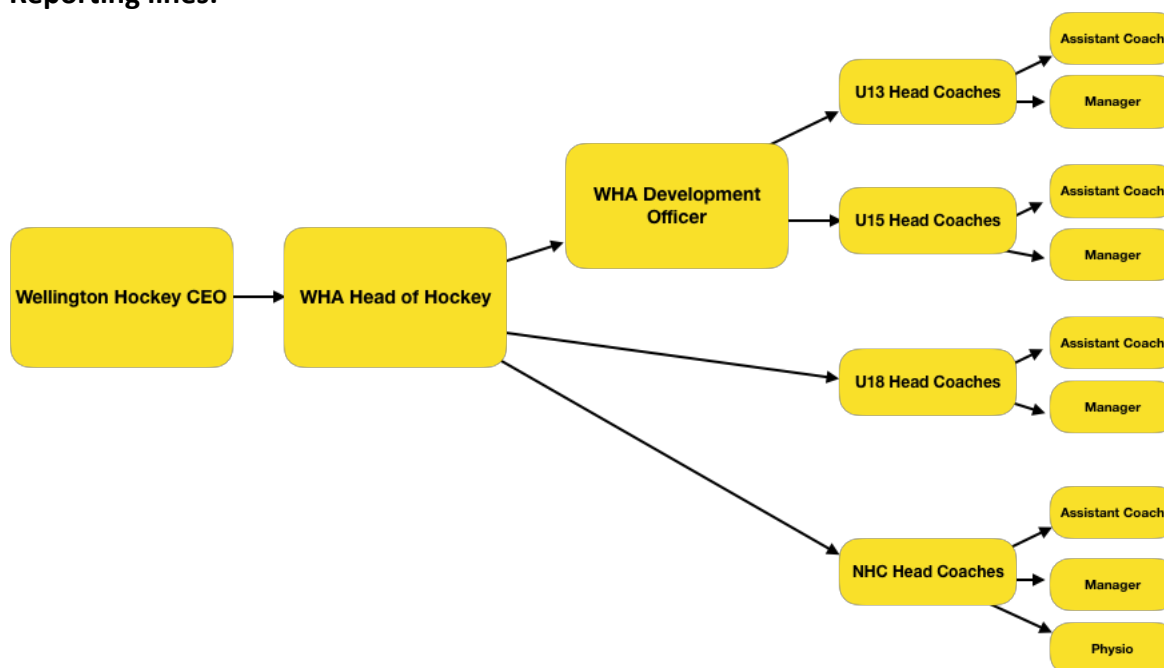
## Wellington Head Coaching Position – Job Description

### **WHA Coaching Philosophy:**

To provide Wellington athletes access to high quality hockey experiences and the ability to realise and maximise their potential, we value the person holding the stick.

- Holistic development – person, athlete, hockey player
- Interpersonal skills – connecting with others
- Intrapersonal skills – awareness of self
- Sport specific skills – technical, tactical

### **Reporting lines:**



### **Appointment of other support staff**

If you are appointed as coach you will be consulted on the appointment of other supporting staff including the Assistant coach, team manager, physio (where relevant). Wellington Hockey will however make these appointments in the best interests of all campaigns and the development of coach and support staff.

### **Note:**

Where possible, our intention is to not accept applications for parents to coach their child's team, we make this decision in the best interest of WHA and the wider representative community. We acknowledge the role parents play in our coaching system and primarily encourage this in the school and club spaces. However, where it is possible in U13/15s with multiple teams and a collective tournament/festival, we encourage parents to still apply to be involved in coaching a different team of which their child is not a member – this can be in the same age and gender.

## **Job Description (note not all aspects apply to each age group):**

- Ensure appropriate communication structures and processes are put in place (for players, management group, HoH, DO and CEO)
- Agree selection process and criteria with the HoH/DO (or appointed representative) and other coaching staff. Agree communication processes around players selected or not selected.
- Name the tournament team by the date required by Hockey New Zealand including required paperwork.
- Deliver high quality coaching sessions most likely over an 8-10 week build-up that support the teams development and consider all of the following Pillars of Performance:
  - Technical skills
  - Tactical Plans and Development
  - Set plays
  - Mental preparation
  - Team cohesion
  - Physical preparation
  - Injury management, wellbeing and life-management
- Fully utilise available technologies to analyse, understand and develop individual and team performance (where relevant and available).
- Develop appropriate game plans, review and measure individual and team performance against these plans.
- Focus on developing each individual within your team with an aim of ensuring all players are better for the experience.
- Build and lead a strong support team that displays collaboration, fully utilising the capabilities of the other members of the coaching and support team.
- Work with Wellington Hockey in supporting the programme of activity for identified/elite players.
- Attend meetings as required.

## **Ideal Person Specification:**

### **Commitment to Personal Development:**

- First and foremost we are looking for coaches that are keen and willing to learn and develop themselves as coaches.

### **Alignment to WHA philosophies and core values:**

- Coaching philosophy and delivery (actions) align to the purpose of the given representative space and the direction WHA provides.

### **Formal coaching qualification and/or Experience:**

The applicant will ideally have:

- A coaching qualification, ideally HNZ Level 1 and 2 accreditation (or equivalent), or
- Coaching pathway - Minimum of 3 years relevant coaching experience of which at least 2 years should be in the space being applied for, or
- Player pathway – former National athlete, or alternatively several years' experience playing at Regional representative level.

### **Technical/Tactical knowledge:**

- Can demonstrate thorough knowledge and understanding of the technical skills, tactical skills and fitness levels required for players to aspire to and succeed at national level
- Able to demonstrate sound principles and methodology, including all areas of the field (GK, back four, midfield, strikers) and specialist set play skills (flicking, PC attack and defence).

### **Programme Management and Team Building:**

- Proven experience devising and implementing successful campaigns.
- Builds a strong support team through leadership, delegation, positive communication and team-work.
- Willing to work with key people from within the Capital region to ensure the best players are identified and selected.
- Effective at managing an overview of the team programme plan, with the ability to see problems before they occur and seek solutions, advice or assistance as required.
- Excellent communication skills, particularly within the competition environment

### **Player and Team Management**

- Experience in the development of individuals including; assessment of strengths and weaknesses, producing personal development plans, monitoring performance, providing feedback and getting the best out of each individual in the team.
- Experience in the development of an effective team and positive team culture

- Effective interpersonal skills including:
  - Approachable and available to players and team management
  - Listens well
  - Ability to demonstrate confidence, empathy, enthusiasm and initiative

### **In-game management**

- Proven leadership and decision making skills during matches/tournaments.
- Calm and positive under pressure, able to make effective in-game/in-competition decisions.
- Able to read in-game situations and make adjustments quickly and effectively.
- Plans well for in-game scenarios with alternative strategies so is able to react effectively to unexpected situations.