

# WAKA AMA NEW ZEALAND - JOB DESCRIPTION

## JOB TITLE

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Waka Ama New Zealand (WANZ) National Sprint Coach

## PURPOSE

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- The Purpose of this role is to prepare a National Waka Ama Team to win medals at the International Va'a Federation World Elite Sprint Championships

## REPORTS TO

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- Waka Ama NZ CEO and WANZ Performance Advisory Committee (PAC)

## TENURE OF POSITION

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- November 2023 (approx) - November 2024
- Pending a review after the 2024 campaign you will be reappointed for 2026 World Sprint Championship

## SPECIFIC DUTIES AND RESPONSIBILITIES

Key Tasks	Expected Results
<b>Design and Implementation of Coaching Plan (including budget)</b>	<ul style="list-style-type: none"> <li>● Provision of a Coaching Plan, including budget to be approved by WANZ Performance Advisory Committee</li> <li>● The plan must include a detailed budget and an outline of how the budget will be achieved.</li> <li>● The plan must include selection and coaching information for the lead up to and at the event</li> <li>● The plan must comply with Waka Ama NZ selection criteria policy.</li> </ul>
<b>Athlete Development and Management</b>	<ul style="list-style-type: none"> <li>● Provide adequate training programs (individualised where necessary) to meet the specific requirements of paddlers development and performance</li> <li>● Advise and support individuals with training program</li> <li>● Analyse team/squad and individual performance to further develop training programs</li> <li>● Where external expertise is necessary - seek avenues to provide any additional support to athletes</li> </ul>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>● Work with the other National Coaches wherever possible to enhance the likelihood of success for every team</li> <li>● Where required seek out relevant information and knowledge to contribute to the athlete and coaches own development</li> </ul>
<b>Inclusion</b>	<ul style="list-style-type: none"> <li>● Provide all athletes with the opportunity to be considered for national selection.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>● Ensure athletes and (where applicable) whānau are provided with clear, concise and timely information pertaining to all aspects of the campaign</li> </ul>
<b>Selection</b>	<ul style="list-style-type: none"> <li>● Select paddlers that will perform and achieve success in a team.</li> <li>● Provide a provisional selection report that outlines a sound rationale for provisional selection decisions, and present that to the PAC for approval prior to selection announcements</li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>● Provide reporting to PAC and WANZ as required including a post campaign report</li> </ul>

## SKILLS REQUIRED

<b>Leadership</b>	<ul style="list-style-type: none"> <li>• An effective leadership style and a commitment to coaching at the highest level</li> <li>• Ability to develop a positive environment and team culture</li> </ul>
<b>Coaching</b>	<ul style="list-style-type: none"> <li>• Experience in coaching and proven success as a waka ama coach is essential</li> <li>• Experience and knowledge of waka ama</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>• The ability to set and execute a plan based on a targeted time frame.</li> <li>• The ability to incorporate all aspects of the campaign and athlete planning.</li> <li>• ability to plan and balance training and competition requirements.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• An effective communicator</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• The ability to work with other National Coaches and Waka Ama NZ to enhance the overall campaign and achieve united success</li> </ul>
<b>Self-Awareness</b>	<ul style="list-style-type: none"> <li>• Challenges their own coaching ability. Understands the impact that their behaviour has on others. Seeks feedback</li> </ul>
<b>Driven</b>	<ul style="list-style-type: none"> <li>• Seeks challenging coaching and performance opportunities</li> <li>• Stays focused to achieve goals</li> </ul>
<b>Cultural competency</b>	<ul style="list-style-type: none"> <li>• Foster an inclusive environment and honour cultural differences.</li> <li>• Ensure all work has a high level of sensitivity and understanding of cultural backgrounds of participants and their whānau</li> </ul>
<b>Values and Culture</b>	<ul style="list-style-type: none"> <li>• Live, model, and uphold the Waka Ama culture and values of;</li> <li>• <b>Manaakitanga:</b> We encourage the practice of reciprocity through sharing of ourselves and our resources, nurturing all people and accepting our differences.</li> <li>• <b>Whanaungatanga:</b> Our sense of belonging, identification and collective strength, not only through kinship but being related to all within the Waka Ama community.</li> <li>• <b>Hauora:</b> We support and promote the physical, mental, emotional and spiritual well-being of all our participants.</li> <li>• <b>Tū Tangata:</b> We are accountable for our actions. We have respect for each other, our waka and our environment. We stand proud in our integrity and passion.</li> </ul>

## WAKA AMA NZ SUPPORT

WANZ will

- organise and cover travel and accommodation to the World Championship Event - approx. \$3200
- Waka Ama New Zealand will make a contribution towards domestic travel for training camps through the campaign budget
- appoint a manager in consultation with each Coach who can support the logistics of your campaign
- alongside Area Coordination team, support the coaches and managers
- provide a national uniform (race kit and travel kit) for the National Coach, Manager and Team members
- On the recommendation of each coach, and upon approval from the Performance Committee, will provide each selected paddler with a letter confirming their selection to represent New Zealand.
- contribute towards the selected paddler's costs.
- coordinate all travel and accommodation arrangements.
- provide administrative support across all campaigns.
- promote the National Coaches and teams to raise their profile in order to maximise potential sponsorship opportunities.
- coordinate a centralised fundraising hub across all national teams. Money raised through fundraising will go towards campaign costs

## FOR MORE INFORMATION AND APPLICATION FORM

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If you require further information, please contact [lara@wakaama.co.nz](mailto:lara@wakaama.co.nz)

Applicants should apply in writing using the application form provided online here:

<https://docs.google.com/forms/d/e/1FAIpQLSe1Pflr6fThpH1WPfoiNZPjpSJPJr6hilmOKtxdOzWTfzbiEg/viewform?usp=sharing> including a relevant CV and references.

Applications close 27th October 2023.