

Position Title	Pathway and Talent Coach – Counties Manukau
Employer	Northern Districts Cricket Association (ND)
Status	Full Time
Reports to	Pathway and Talent Manager
Direct Reports	Pathway Coaches (Casual/Campaign), <i>Excludes Senior Men's coaches</i>
Key Internal Relationships	Pathway and Talent Coaches, Team Operations Lead, Regional Trainer and Coach Developer, Athletic Development staff, Competition and Tournament Manager, Development Activator - Programmes
Key External Relationships	CM Cricket Manager, CM Club and Community Coordinator, Counties Manukau pathway athletes, ND talent athletes, District Association Board, local Pathway coaches, DA Senior Men and ND NPL Coaches, NZC Talent and Performance Staff, local affiliated clubs and schools, local council and local Regional Sports Trust/s.
Primary Objectives	<p>Across the Counties Manukau region:</p> <ul style="list-style-type: none"> – Provide direction and leadership as part of the ND coaching team across both Pathway and Talent programmes. – Structure and coach an annual regional Pathway programme for male and female athletes which provides holistic athlete development. – Contribute to the delivery and coaching of high-level Talent development within the ND Talent programme. – Support the identification of local Coaches for competition and/or tournament coaching opportunities across local Pathway teams.
Location	Counties Manukau

1. Technical and Personal Competencies

(a) Mandatory

- Strong relationship building skills that promote effective communication and high-level emotional intelligence towards all key stakeholders.
- Well-developed interpersonal skills with an ability to motivate, positively influence and build strong internal and external stakeholder relationships.
- Exceptional administrative skills including the ability to multi-task, prioritise work commitments and deadlines, whilst maintaining a strong attention to detail.
- Capable to work independently and as part of a team with the flexibility to interact with a wide range of staff/stakeholders including professional staff and volunteers.
- Excellent presentation and written communication skills
- Full clean drivers licence.

(b) Highly desirable

- Relevant Coaching Qualification - NZC Level 2 or higher (or equivalent)
- Sport NZ Coach Developer qualification (or equivalent)
- Experience in community and/or professional sport.
- Demonstrated leadership skills with ability to build effective working relationships.
- Extensive knowledge of player development processes inclusive of talent identification.
- Ability to create enjoyable learning environments.
- Cricket knowledge relating to the technical and tactical requirements of the game.

2. Key Responsibilities and Accountabilities

- Pathway Coach (male and female athletes and coach development)
 - Lead and manage an annual regional Pathway programme that contributes to the development of athletes across all pathway programs
 - Provide individual and group coaching within pathway programmes to enhance player and coach development within the region

- Appoint and support local coaches for competition and/or tournament coaching opportunities across Pathway teams, and support the improvement of coaching environments in club/school settings
- Support selection process (if required) for Pathway squads and tournament teams
- Deliver revenue generating opportunities within 'Pre-Pathway' and Pathway environment - holiday programs, skill programs etc
- Talent Coach (male and female athletes aged 16+ years)
 - Contribute as part of a coaching team to the design, development and delivery of a high-level talent program that is aligned to the critical success factors outlined in talent programs by New Zealand Cricket
 - Lead the delivery of talent programs to identified male and female players in the Counties Manukau region, and provide expertise to the wider ND program as part of the coaching team
 - Facilitate the individual development of all ND Talent Identified players in the Counties Manukau region. This includes ongoing reflection, learning and reporting via the NZC Athlete Management System (AMS) and aligned to the NDCA Player Development Model
 - Contribute to embedding a comprehensive Talent ID and selection system within ND
 - Contribute to an environment that priorities the development of the individual through strong relationships, regular interaction and communication with key stakeholders
- Operational
 - Ensure all activities are aligned with ND Pathway and Talent philosophies, Sport NZ Balance is Better and Sport NZ Keeping Up with the Play philosophies.
 - Collaborate with the ND 'Pathway and Talent' team to promote shared learning to improve our system
 - Regular interaction and communication with athletes and staff to develop strong relationships across the environment
 - Deliver and report against an Annual Plan, Budget and targets (Pathway & Talent)
 - Support formal annual reflections and review processes across Pathway and Talent
 - Participate in wider organisational activities such as staff meetings and strategy/planning days.
- Other
 - Be a leading contributor to the regional team
 - Other reasonable duties as and when required

3. ND Organisation Values

- **Stronger Together**

Connection is important to us. We go out of our way to create relationships across our community. We champion diversity and inclusion through our actions and language. We demonstrate our respect by helping one another, challenging in the right way and celebrating wins.

- **Build on our Foundations**

Our 'go to' mindset is improvement, whilst respecting our history. We never settle. We seek knowledge and take responsibility for our own growth. We are brave enough to share our own thoughts and ideas whilst actively listening to others.

- **Play Our Way**

We take the courageous route in all we do. The easy option is NOT an option. We bring the right attitude and energy every day. There is care in what we do. We enjoy ourselves and take responsibility for creating a positive environment. We take a leadership stance. We are bold and want things to happen 'here' first.

