



Position:	Head Coach – U18 Junior Black Sox Men’s Team
Position Type:	Volunteer
Reports to:	GM High Performance
Location:	Flexible

Softball New Zealand/Poiuka Aotearoa

Our Vision: Whakakitenga – we want softball to be a sport for life. One that evolves as it needs to, is enjoyed by all those who connect with the game in any capacity and is characterised by success.

Softball in Aotearoa is a whānau sport. Across the generations the sport brings families and communities together for play and enjoyment. A truly gender equal game, softball is alive with growth and opportunity with over 20,000 participants nationwide. It is also a game popular with Māori and Pacific families who make up more than 60% of the game’s participants.

Softball New Zealand is the national sporting organisation charged with the responsibility of leading softball in New Zealand. We ensure our Men’s Black Sox and Women’s White Sox teams are competitive on the world stage; we develop and deliver quality national sports programmes at community and high-performance level; and we run world class events and tournaments.

About the role

The purpose of the Junior Black Sox Head Coach role is to:

- Prepare and coach the New Zealand Junior Black Sox Men’s team
- Ensure a training programme appropriate for the continued development of the athletes selected as members of the Junior Black Sox squad/team
- Lead the management team and support the development of a high-performance culture.

OUTCOMES:

- Provide a culture for sustainable success where player and staff wellbeing are paramount, and an environment where players, coaches and support staff can be at their best to perform to the levels expected of an international programme.
- Team and individual players are well planned and prepared with clear understanding of team strategies, individual focus areas and performance targets.
- Develop and lead a high-quality and effective daily training environment.
- Support a robust and well-planned national selection process.
- Strategic Alignment with Softball NZ

Key Responsibilities

- To support the holistic development of athletes so that they can move successfully through the national pathway. Ensuring all members of the Junior Black Sox improve skill levels and are prepared mentally and physically.
- Lead the talent identification and selection of the athletes to be included in squads and teams throughout the campaign
- Lead the implementation and delivery of the campaign preparation
- Ensuring Individual Performance Plans are in place and updated with all identified athletes.
- Lead and support coaching/management team throughout campaigns.
- Liaise with Regional Associations coaches as necessary
- Install, promote and celebrate habits of excellence, ensuring Softball NZ is represented positively at all times.
- Be a key contributor in the greater Softball New Zealand high performance plan
- Adhere with the requirements of relevant Softball New Zealand Policies
- Prepare a full report to Softball NZ at the conclusion of any pinnacle or international event.

Qualifications, Experience and Skills

- The ability to work within a team
- The ability to communicate effectively
- A minimum of 2 years' experience in preparing softball players at a provincial level, and knowledge of contemporary trends in softball.
- Proven methodologies in the development of talent and performance.
- Strong interpersonal skills
- Superior organisational skills.
- Be an integral member of the Softball New Zealand High Performance Staff and take a collaborative approach toward the greater development of elite softball.
- Able to work irregular hours with the capacity to travel domestically and internationally for team commitments.

This is a volunteer role. Softball New Zealand will pay all reasonable expenses incurred when the role holder is involved in approved team activities.

The successful candidate will be required to complete the Sport Integrity Commission – Child Safeguarding and protection course.

Relationships:	
Main internal stakeholders	SNZ CEO GM High Performance Junior Black Sox Coaching/Management team SNZ Business Support Administrator National pathway coaches, management, and players
Main external stakeholders	Regional associations World Baseball Softball Confederation (WBSC) Commercial partners