

Bowls New Zealand – ‘World Class Strategy’

Position Description

Job Title: High Performance Coach

Responsible to: National Head Coach and Bowls NZ High Performance Manager (HPM)

Bowls New Zealand are seeking to appoint 4 High Performance Coaches for a one year period from July 1st 2020 to June 30th 2021. High Performance Coaches will form a key part of the Bowls New Zealand Coaching Team. Each High Performance Coach will have the ability to identify and coach talent to become ‘World Class’.

The High Performance Coach will work closely with the National Head Coach and HPM to drive the delivery of a World Class coaching plan.

The position involves leadership challenges as well as having the ability to meet the demands of athletes and their personal coaches in all technical, tactical, mental and conditioning aspects utilising their own skills as well as the appointed support team.

The Coach will demonstrate a ‘Growth Mindset’ and agree to a Personal Development Plan that will assist their growth into wanting to be a ‘World Class’ coach.

COACHES JOB DESCRIPTION:

- On appointment coaches will plan the 2020-2021 playing/training schedule with the National Head Coach and HPCM.
- On appointment coaches will meet with the National Head Coach and HPM and formulate a Personal Development Plan to assist their personal development.
- Coaches to be available for all National Coach Development forums that will be pre-arranged by the HPM for 2020 and 2021.
- Coaches will be required to manage a set number of athletes (4-6) IPP’s in conjunction with Mental Skills, S & C and Performance Analysis personnel
- Monitor and facilitate squad members training outside of events
- Complete Individual Performance Plan with each squad member at the first opportunity in July 2020, oversee regularly and reassess at set intervals
- High Performance Coaches will be required to attend Bowls NZ National events
- Be available to travel and coach Blackjacks and High Performance Squad events as and when required
- The National Head Coach and HPM will facilitate all logistics for coaches, athletes and teams
- The appointed coach will also be appointed where deemed appropriate/required as a rink coach at International events, the job description of a rink coach is attached as an appendix.

Eligibility Criteria

Under the new World Class Strategy, Bowls New Zealand are moving towards a point whereby only appropriately qualified coaches will be able to hold certain positions within the program. To be eligible applicants must meet the following criteria:

- Must be an accredited Bowls NZ Development Coach or seek to become one
- Completed or available to attain Bowls NZ Performance Coach accreditation
- Completed or available to attend Sport NZ Performance Coach Advance program
- Have an understanding and can execute the role of a rink coach at International events
- Be able to demonstrate experience with National development and senior athletes; and/or

- Demonstrate excellent experience of world class bowls in a playing capacity
- Be committed to the Bowls NZ coaching framework
- Be committed to attending competition and training requirements for athletes, disciplines, teams

Coaches Availability and Conditions

- Coaches must be able to commit to the program from July 1st 2020 – June 30th 2021
- Coaches will be contracted to Bowls NZ from July 1st 2020 – June 30th 2021
- Coaching contracts will be for the term stated above
- Termination and Suspension clauses will be outlined in the coach's contracts
- A Coach Development package will be negotiated with each coach dependant on their development needs
- The package will include a small Honorarium and a daily allowance when away from their home base

KEY RELATIONSHIPS:

- Bowls NZ High Performance Manager
- Bowls NZ National Head Coach
- Bowls NZ Head Selector
- High Performance Squad members
- Blackjacks players
- Other National Coaches
- Bowls NZ CEO and other Head Office staff
- Applicable HPSNZ personnel
- Blackjacks support staff and sport science members

KEY REQUIREMENTS:

General

- Proven ability to plan, monitor and review processes
- Ability to make strategic decisions and plan accordingly
- An understanding of how all support services are utilized
- Strong leadership and ability to manage and co-ordinate
- Capable IT and technology skills including e-mails, technology communication skills etc.
- Understanding of LTAD (Long Term Athlete Development)

Technical Skills

- Is highly skilled at coaching and analysing effective bowling technique, 'The New Zealand Way' in conjunction with appropriate video analysis equipment and programs
- A good understanding of performance analysis, both video and coding and be able to utilise Bowls NZ coding programs in conjunction with Bowls NZ Performance Analysis Lead.
- Have an understanding of the data presented by the program and ability to transfer this information onto athletes during/after events
- Has advanced tactical and head reading skills
- Has the ability to implement effective training programs
- Makes effective decisions in the environment of training and competition play

Managing IPP programs

- Understanding of an Individualised Performance Plan, ability to manage one and advocating use of it
- Understanding of performance analysis programs and advocating use of it

People Skills

- Exceptional interpersonal and communication skills
- Able to build and maintain strong, respectful relationships
- Strong networking abilities
- Leadership
- Highly skilled at influencing others
- Is able to motivate high performance athletes to commit to the goals of the program as well as their IPP's

Communication

- Effective oral and written communication skills
- Sound skills with electronic communications, internet, website etc.

Personal Qualities

- Highly motivated and energetic
- Action orientated, and results driven
- Committed to own personal growth and learning
- Committed to the success of Bowls NZ and the athletes in the High Performance program

APPLICATION:

If you believe you have what it takes, enjoy working with athletes and have a passion for bowls, please email your application, including a cover letter and CV to the Bowls NZ High Performance Manager - kaushik@bowlsnewzealand.co.nz

Applications close Friday 26th June, 2020



High Performance - Role of a Rink Coach

The role of a rink coach is the most effective when it is a facilitation role rather than instructive. The level of intervention is dependent on the needs and experience of a bowler.

Pre-event:

- Start process of building team/discipline communication, ideally this would include personal one on ones with athletes and includes working with the athletes personal and/or assigned high performance coach or through online medium, i.e. Zoom
- Work with athletes personal and/or assigned high performance coach ensuring any pre-event drills set by National Head Coach are adhered to and targets set are achieved prior to the event.
- Technique work must be done in this phase, doing at events is not an option unless it's to tweak; utilise Hudl Technique as required and enlist assistance of Head Coach as required.
- Facilitate team discussions
 - o What they need from each other.
 - o What they need from rink coach.
 - o Agree on pre-match process.
 - o Agree on post-match process.
 - o Preliminary game plan discussions.

At event:

- Training
 - o Assist with on green activities.
 - o Offer technical assistance (tweaking) when required.
 - o HUDL technique if required.
 - o Offer constructive feedback.
 - o Establish a relationship of trust where all constructive feedback is welcomed by all. This process can take time and patience.
- Competition
 - o Lead the pre-game process.
 - o Be clear about timings. Eg: pre brief, rink allocation.
 - o Performance Analysis – Code games utilising Bowls NZ coding program
 - o Lead a simple positive pre brief with clear goals.
 - o Encourage athletes to establish a sound routine and get them to take ownership.
 - o Keep up to date with results and margins etc.

Game time:

- Be accessible and visible.
- Appear calm and confident.
- Take notes (code) to assist in debrief and for end of event report.
- Performance Analysis – Code games utilising Bowls NZ coding program
- Encourage on going communication.
- Intervene when required.
 - The key is to make effective interventions, and this takes time to learn.
 - What works for individuals
 - Athletes need to feel confident and committed to the shot/change.
- When bowlers ask what shot, facilitate the discussion to ensure they have considered all options. Helping them to make the decisions themselves will always be more effective than telling them what to do.

Post-Match:

- Facilitate a debrief
 - What went well?
 - What are work ons?
 - How will you action the work ons?
- Utilise basic summary sheets from coding program to highlight key areas in game
- Objectives for athletes to identify their own work ons and how
- Athletes each have clear goal for next match.
- Team has clear goal.
- Offer objective feedback to assist them setting those goals.

End of Day:

- Facilitate an end of debrief
- Same 3 questions (as per post match)
- Utilise coding program data from days play outlining positives and work ons within disciplines
- Where appropriate utilise coding program data from days play outlining positives and work ons for individual athletes
- The most important one is the how, but this is where many of our bowlers struggle and we need to persist until they get a better grasp of that.

Post Event:

- Add constructive feedback to athletes self appraisal process
- Prepare event report
 - Match by match
 - Individual Summaries
- Amalgamate reports from above with coding program data and build up a comprehensive development plan for each athlete to work on areas for improvement
- Communicate effectively with athletes assigned high performance coach