

Bowls New Zealand – ‘World Class Plan’

Position Description

Job Title: National Head Selector

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

Bowls New Zealand are seeking to appoint a National Head Selector for a one year period from July 1st 2020 to June 30th 2021. The National Head Selector will form a key part of the Bowls New Zealand High Performance Team. The National Head Selector will have the ability to identify talent that has the ability to become ‘World Class’.

The National Head Selector will be the convener and will work closely with the National Head Coach, also a Selector and HPM to drive the delivery of a World Class plan. It is also critical the National Head selector collaborates with the appointed Bowls New Zealand High Performance Coaches, all of whom will have an all-round understanding of the athletes who have been assigned to them.

Selectors’ Vision:

“To select athletes, disciplines and teams that will perform to the best of their ability, represent New Zealand with pride, and have the ability to achieve Bowls New Zealand’s High-Performance goals – “World Class.”

Selection Criteria:

The Bowls New Zealand Head Selectors is responsible in collaborating with the National Head Coach, Bowls NZ HPM and High Performance Coaches in selection of the following:

- Blackjacks for International Events
- National High Performance Squad

The selector will work with the National Head Coach, High Performance Coaches and HPM to increase their understanding of athletes’ strengths and weaknesses to provide supporting information regarding selection decisions. This process will be administered using:

- The Athlete Performance Indicator
- Talent ID and Succession Planning templates
- Reports provided by High Performance Coaches
- Reports provided by rink coaches at International events
- Reports provided by Bowls NZ Performance Analysis program

Decision Making:

The criteria for selecting athletes, disciplines and teams is established by Bowls New Zealand and are guided by the Strategic Initiatives as stated in the World Class Plan. The Selector is required to select all athletes, disciplines and teams in accordance with the selection criteria determined by Bowls New Zealand. The strategic outcome of most importance is:

“International Success - the World Class program achieves podium success at pinnacle events”

Accountability:

The Selector is appointed by the Bowls New Zealand CEO/Board and are responsible to them for their duties, with all selections to be ratified by the Board. Selectors will accept collective responsibility for selection decisions.

The image presented by selectors is important and reflects on Bowls New Zealand. Athletes and officials are very aware of the presence of selectors at events and have high expectations of their impartiality. All communications will be through the National Head Coach, HPM and/or CEO.

KEY REQUIREMENTS:

General

- Have a desire to advance the game of bowls within New Zealand and advance New Zealand's reputation as a leading exponent of the sport
- Require a good general knowledge of bowls and should have a background in the game as a top-level player, coach or manager, with knowledge of current international playing requirements and an ability to identify athlete talent
- Required to work closely and cooperatively with the National Head Coach, HPM and High Performance Coaches to achieve the strategic aims and objectives of Bowls New Zealand
- Attend identified tournaments as required and, if requested, training camps
- Liaise with National Head Coach, High Performance Coaches, with the other selection panels and have a high level of knowledge of the requirements of International Bowls and the standards of performance required.
- Proven ability to plan, monitor and review processes
- Ability to make strategic decisions and plan accordingly
- Capable IT and technology skills including e-mails, technology communication skills etc.

Technical Skills

- Is highly skilled analysing effective bowling technique, 'The New Zealand Way'
- Has advanced tactical and head reading skills

People Skills

- Exceptional interpersonal and communication skills
- Able to build and maintain strong, respectful relationships
- Strong networking abilities
- Leadership
- Highly skilled at influencing others

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

Selectors Availability and Conditions

- Selectors must be able to commit to the program from July 1st 2020 to June 30th 2021
- Selectors will be contracted to Bowls NZ from July 1st 2020 to June 30th 2021
- Selectors will be paid a Honorarium and a daily allowance when away from their home base

APPLICATION:

If you believe you have what it takes 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