



## Applications for NZ Youth Team Management Positions – 2020/21

Climbing New Zealand is seeking applications from people interested in the positions of New Zealand Youth Team (NZYT) Manager, Head Coach, Assistant Manager, Assistant Coach for 2020/21.

All positions are for a 2-year term, subject to review following the 2020 WYCH.

Applicants should be available to travel to the Youth World Champs usually held in Aug/Sept. 2020 venue and dates are not confirmed at this stage. Exact number of officials will depend on the size of the team selected.

Please refer to the Job Descriptions below for further information.

Please note there is no remuneration attached to this position, however travel and accommodation costs will be incorporated with the team travel and reimbursement of expenses relating to these positions will be made by CNZ.

Parents/guardians, or any person who has a direct family relationship (including relationship partners) with any NZYT member may not be considered for any of these positions.

Please apply to: [secretary@climbing.nz](mailto:secretary@climbing.nz)

**Application closing date: Nov 30<sup>th</sup> 2019**

Interviews will follow and CNZ will aim to confirm appointments before the end of the year.

[Job Descriptions](#)

# Climbing New Zealand



**Position Title:** NZ Youth Team Manager

**Reports to:** Climbing New Zealand Management Committee

**Functional Relationships:** CNZ Executive Committee  
CNZ Management Committee  
NZYT Coaches and Assistant Managers  
NZYT Members, Parents/Guardians and Coaches

**Staff Responsibilities** Nil

## Position Summary

This position is responsible for overall management of the 2020/21 New Zealand Youth Sport Climbing Team.

## Type:

This is a non-funded position for a two-year term with review after WYCH 2020.

Key Objectives	Performance Indicators
Relationship Management and Communication	Establishes and maintains effective working relationships and communications with: <ul style="list-style-type: none"><li>• NZYT members and parents/guardians</li><li>• Other members of the NZYT Management</li><li>• CNZ Management Committee</li><li>• Suppliers/Sponsors</li></ul>
Logistics Management	<ul style="list-style-type: none"><li>• Reports finances to CNZ Management Committee</li><li>• Identifies fundraising opportunities</li><li>• Develops the budget for WYCH – including but not limited to flights, accommodation, uniform</li><li>• Organizes the logistics of overseas travel for NZYT</li><li>• Registers team members with IFSC and organizes International Licences</li></ul>



## Attributes

### Technical Expertise

- Excellent written and oral communication skills
- Proven project management skills
- Excellent people skills
- Knowledgeable about state and governance of Sport Climbing internationally
- Knowledgeable about IFSC Climbing Regulations

### Communication and Relationship skills

- Experienced and effective in relating to and communicating with young people
- Promotes a credible image and inspires confidence
- Actively shares information, ideas and experience
- Works to build trusting relationships with stakeholders
- Communicates sensitive messages with tact and diplomacy
- Treats people with respect and courtesy
- Brings conflict into the open and facilitates resolution
- Encourages the expression of differing and opposing views

### Decision making Skills

- Works effectively with others to solve problems
- Effectively balances key priorities when making decisions
- Makes tough pragmatic decisions when necessary
- Reads the situation well and carefully considers problems before making a decision
- Consults, when possible, with relevant stakeholders before taking action

### Accountability

- Takes personal responsibility for achieving desired outcomes
- Reinforces Climbing NZ values and leads by example
- Supports and advocates Climbing NZ's position on all issues
- Acts ethically and with integrity

### Problem Solving

- Can identify the key issues in a complex situation
- Sees the opportunities, implications and potential risks in situations
- Has a flexible approach to solving problems

### Leading and Motivating

- Motivates and inspires athletes to achieve optimal performance
- Promotes a positive attitude towards change
- Encourages teamwork and cooperation
- Promotes and models a strong team focus

# Climbing New Zealand



**Position Title:** NZ Youth Team Head Coach

**Reports to:** NZYT Manager

**Functional Relationships:** CNZ Executive Committee  
CNZ Management Committee  
NZYT Managers and Assistant Coaches  
NZYT Members, Parents/Guardians and Coaches

**Staff Responsibilities** Nil

## Position Summary

This position is responsible for creating the environment for the 2020/21 NZYT which will enable NZYT to achieve to the highest level possible.

## Type:

This is a non-funded position for a two-year term with review after WYCH 2020.

Key Objectives	Performance Indicators
Relationship Management and Communications	Establishes and maintains effective working relationships and communications with: <ul style="list-style-type: none"><li>• NZYT members and parents/guardians</li><li>• Individual Members' Coaches</li><li>• Other NZYT Management</li><li>• CNZ Management Committee</li></ul>
Logistics Management	<ul style="list-style-type: none"><li>• Facilitates training opportunities for NZYT members</li><li>• Facilitates training opportunities for other NZ coaches</li><li>• Actively involved in Selection Event/s for World Youth Championships and Oceania Championships</li></ul>



## Attributes

### Technical Expertise

- Excellent people skills
- Proven competition climbing coaching record
- Proven Youth Coaching Experience
- Excellent knowledge of IFSC Climbing Regulations

### Communication and Relationship skills

- Experienced and effective in relating to and communicating with young people
- Maintains effective relationships with individual NZYT members' coaches
- Promotes a credible image and inspires confidence
- Actively shares information, ideas and experience
- Works to build trusting relationships with stakeholders
- Treats people with respect and courtesy
- Brings conflict into the open and facilitates resolution
- Encourages the expression of differing and opposing views

### Decision making Skills

- Works effectively with others to solve problems
- Effectively balances key priorities when making decisions
- Reads the situation and carefully considers problems before making a decision
- Consults, when possible, with relevant stakeholders before taking action

### Accountability

- Takes personal responsibility for achieving desired outcomes
- Reinforces Climbing NZ values and leads by example
- Supports and advocates Climbing NZ's position on all issues
- Acts ethically and with integrity
- Leads by example, practices cooperation, self-control, respect for others, and maintains high standards of performance, behaviour, language and dress amongst athletes.

### Leading and Motivating

- Motivates and inspires athletes to achieve optimal performance
- Promotes a positive attitude towards change
- Encourages teamwork and cooperation
- Promotes and models a strong team focus

# Climbing New Zealand



**Position Title:** NZ Youth Team Assistant Coach

**Reports to:** NZYT Head Coach & NZYT Manager

**Functional Relationships:** CNZ Executive Committee  
CNZ Management Committee  
NZYT Management  
NZYT Members, Parents/Guardians and Coaches

**Staff Responsibilities** Nil

## Position Summary

This position is responsible for providing support and assistance predominately to the NZYT Head Coach but also to the NZYT Manager as required.

This position is responsible for providing support and assistance to the NZYT Manager

## Type:

This is a non-funded position for a two-year term with review after WYCH 2020.

Key Objectives	Performance Indicators
Relationship Management and Communications	Establishes and maintains effective working relationships and communications with: <ul style="list-style-type: none"><li>• NZYT Head Coach</li><li>• NZYT members and parents/guardians</li><li>• Individual Members' Coaches</li><li>• Other NZYT Management</li><li>• CNZ Management Committee</li></ul>
Logistics Management	<ul style="list-style-type: none"><li>• Helps facilitate training opportunities for NZYT members</li><li>• Helps facilitate training opportunities for other NZ Coaches</li><li>• Actively involved in Selection Event/s for World Youth Championships and Oceania Championships</li></ul>

# Climbing New Zealand



## Technical Expertise

- Excellent people skills
- Proven competition climbing coaching record
- Proven Youth Coaching Experience and/or Experienced Climber
- Good familiarity with the IFSC Climbing Regulations

## Communication and Relationship skills

- Experienced and effective in relating to and communicating with young people
- Maintains active relationships with individual athlete coaches
- Promotes a credible image and inspires confidence
- Actively shares information, ideas and experience with others
- Works to build trusting relationships with stakeholders
- Treats people with respect and courtesy
- Brings conflict into the open and facilitates resolution
- Encourages the expression of differing and opposing views

## Decision making Skills

- Works effectively with others to solve problems
- Effectively balances key priorities when making decisions
- Reads the situation well and carefully considers problems before making a decision
- Consults, when possible, with relevant stakeholders before taking action

## Accountability

- Takes personal responsibility for achieving desired outcomes
- Reinforces Climbing NZ values and leads by example
- Supports and advocates Climbing NZ's position on all issues
- Demonstrates personal ownership of decisions made by the management team
- Acts ethically and with integrity
- Leads by example, practices cooperation, self-control, respect for others, and maintains high standards of performance, behaviour, language and dress amongst athletes.

## Leading and Motivating

- Motivates and inspires athletes to achieve optimal performance
- Promotes a positive attitude towards change
- Encourages teamwork and cooperation
- Promotes and models a strong team focus

# Climbing New Zealand



**Position Title:** NZ Youth Team Assistant Manager

**Reports to:** NZYT Manager

**Functional Relationships:** CNZ Executive Committee  
CNZ Management Committee  
NZYT Head Coach and Management  
NZYT Members, Parents/Guardians and Coaches

**Staff Responsibilities** Nil

## Position Summary

This position is responsible for providing support and assistance to the NZYT Manager

## Type:

This is a non-funded position for a two-year term with review after WYCH 2020.

Key Objectives	Performance Indicators
Relationship Management and Communications	Establishes and maintains effective working relationships with: <ul style="list-style-type: none"><li>● NZYT Manager</li><li>● Other NZYT management</li><li>● NZYT members, parents/guardians and coaches</li></ul>
Logistics Management	<ul style="list-style-type: none"><li>● Helps identify fundraising opportunities</li><li>● Helps develop the budget for WYCH – including but not limited to flights, accommodation, uniform</li><li>● Helps to organize the logistics of overseas travel for NZYT</li></ul>



# Climbing New Zealand



## **Technical Expertise**

- Excellent written and oral communication skills
- Proven project management skills
- Excellent people skills
- Knowledgeable about state and governance of Sport Climbing internationally
- Knowledgeable about IFSC Climbing Regulations

## **Communication and Relationship skills**

- Experienced and effective in relating to and communicating with young people
- Promotes a credible image and inspires confidence
- Actively shares information, ideas and experience with others
- Works to build trusting relationships with stakeholders
- Treats people with respect and courtesy
- Brings conflict into the open and facilitates resolution
- Encourages the expression of differing and opposing views

## **Decision making Skills**

- Works effectively with others to solve problems
- Effectively balances key priorities when making decisions
- Reads the situation well and carefully considers problems before making a decision
- Consults, when possible, with relevant stakeholders before taking action

## **Accountability**

- Takes personal responsibility for achieving desired outcomes
- Reinforces Climbing NZ values and leads by example
- Supports and advocates Climbing NZ's position on all issues
- Demonstrates personal ownership of decisions made by the management team
- Acts ethically and with integrity
- Leads by example, practices cooperation, self-control, respect for others, and maintains high standards of performance, behaviour, language and dress amongst athletes.

## **Leading and Motivating**

- Motivates and inspires athletes to achieve optimal performance
- Promotes a positive attitude towards change
- Encourages teamwork and cooperation
- Promotes and models a strong team focus