Climbing New Zealand

c/o 73 Holloway Road

Wellington, 6021
Secretary@climbing.nz

**Applications for NZ Youth Team Coaching, Support & Management Positions**

**2021-2023**

Climbing New Zealand is seeking applications from individuals interested in the positions of New Zealand Youth Team (NZYT) Assistance Coach, NZYT Team Manager and NZYT Physio for 2022 and 2023.

The positions relates directly to the 2022 NZYT who will be selected to compete at IFSC World Youth Championships (WYCH) in USA in late August 2022. Applicants should be available to travel to this event, with total trip time between 3 and 4 weeks.

These officials will be supported in 2022 by National Youth Coach Peter Lofthouse.

The exact number of officials and which officials who travel will depend on the size of the team selected. CNZ work on a minimum 1 official to 5 travelling athletes. The preference order for travelling positions subject to Management Committee confirmation:

Head Coach

Assistant Coach

Physiotherapist

Team Manager

The positions are for a 2-year term, subject to review following the 2022 WYCH.

Please refer to the Job Descriptions below for further information.

Please note there is no remuneration attached to these positions, however travel and accommodation costs will be covered by the team travelling 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, with the one possible exception:

We would accept applications for the NZYT Manager role from anyone if the application is made on a basis that this would be a non-travelling role.

If you have a potential conflict but still have an interest in the role

Please apply to: president@climbing.nz

If you have any further questions please contact Richard Waldin 0274972677.

**Application closing date: 8th August 2021**

Interviews will follow and CNZ will aim to confirm appointments early-mid September 2021.

**Position Title**: NZ Youth Team Manager

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

**Functional Relationships**: CNZ Executive Committee

 CNZ Management Committee

 NZYT Coaches and other support staff

 NZYT Members, Parents/Guardians and Coaches

**Staff Responsibilities** Nil

**Position Summary**

This position is responsible for overall management of the 2022 and 2023 New Zealand Youth Sport Climbing Team.

**Type**:

This is a non-funded position for a two-year term with review after WYCH 2022.

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| --- | --- |
| **Key Objectives** | **Performance Indicators** |
| Relationship Management and Communication | Establishes and maintains effective working relationships and communications with:* NZYT members and parents/guardians
* Other members of the NZYT Management
* CNZ Management Committee
* Suppliers/Sponsors
 |
| Logistics Management  | * Reports finances to CNZ Management Committee
* Develops the budget for WYCH – including but not limited to flights, accommodation, uniform
* Organizes the logistics of overseas travel for NZYT
* Registers team members with IFSC and organizes International Licences
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**Attributes**

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| **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
 |

**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.

**Type**:

This is a non-funded position for a two-year term with review after WYCH 2022.

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| **Key Objectives** | **Performance Indicators** |
| Relationship Management and Communications | Establishes and maintains effective working relationships and communications with:* NZYT Head Coach
* NZYT members and parents/guardians
* Individual Members’ Coaches
* Other NZYT Management
* CNZ Management Committee
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| Logistics Management  | * Helps facilitate training opportunities for NZYT members
* Actively involved in Selection Event/s for World Youth Championships and Oceania Championships
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| **Technical Expertise** * Excellent people skills
* Understanding of high performance sport programmes
* Proven Youth Coaching Experience and/or Experienced Climber
* Desire to grow as a coach in a high-performance sporting environment
* 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.
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| **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
 |

**Position Title**: NZ Youth Team Physiotherapist (Draft position description)

**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 health, training and injury support to the coaches and athletes.

**Type**:

This is a non-funded position for a two-year term with review after WYCH 2022.

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| **Key Objectives** | **Performance Indicators** |
| Relationship Management and Communications | Establishes and maintains effective working relationships with:* NZYT Coaches
* NZYT Manager
* NZYT members, parents/guardians
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| **Technical Expertise** * Qualified Physiotherapist
* Understanding of high performance sport programmes
* Knowledgeable about Sport Climbing and experience with treating climbing related injuries an advantage.
* Knowledgeable about IFSC Climbing Regulations
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| **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
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| **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
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| **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.
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| **Leading and Motivating** * Motivates and inspires athletes to achieve optimal performance
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