



Rowing NZ Age Group Teams

Coaching competencies and comparison

Rowing New Zealand looks for aspiring NZ coaches who are; **Learners, Growers, Contributors, Planners, Communicators and Connect with integrity.**

The coaches will have a history of:

1. Capability

- a. Results (with context) show they can produce on water performances at the level of athlete they wish to work with
- b. Skillset to support needs of athlete group, assist their progression and to set them up for future training environments
- c. Aware of, or open to hearing, their coaching strengths and weaknesses

2. Consistency

- a. Results over the long term.
- b. Multiple crew performances and maybe multiple results across programmes
- c. Progression of rowers into other spaces – e.g., U18 school rowers moving to club rowing
- d. Involved in club or school programme within NZ for at least 2 seasons showing impact across multiple seasons

3. Compatibility

- a. Good people providing good experiences for rowers
- b. Role modelling for others
- c. Right coach, with the right rowers, at the right time
- d. Operates well within a coaching team, contributes and listens to discussions and viewpoints

Rowing NZ strives to create environments that allow athletes to perform to their optimal level while also allowing opportunity for learning and development. To do this coaches need to have an understanding of the four pillars of athlete development; Holistic development, physical development, technical development and self-leadership.

Holistic Development	Physical Development	Technical Development	Self-Leadership
<p>Holistic development encompasses the ability to manage all aspects of a rower’s lifestyle enabling them to progress and perform.</p>	<p>Rowing is a power endurance sport in which athletes reach their physiological peak at approximately 28 years of age. To excel on the international stage athletes must be powerful and capable of pushing themselves to their limit.</p>	<p>To reach the finish line in the fastest time possible a rower must be able to utilise the physical attributes they possess through an efficient rowing stroke.</p>	<p>Make decisions that will allow you to capitalise on opportunities for development at the appropriate time. This requires an athlete to be able to understand who they are, where they are currently tracking and knowing what they are trying to achieve.</p>
<p>Key components:</p> <ul style="list-style-type: none"> • Balance training around study and work • Time management • Maintain positive sense of self both in and out of the boat. 	<p>Key components:</p> <ul style="list-style-type: none"> • Reaching benchmark standards • Physiological development through appropriate training • Training management – nutrition, mental skills, injury management 	<p>Key components:</p> <ul style="list-style-type: none"> • Efficient stroke • Able to fit into multiple boats/crews. • Coachable – growth mindset, listen, learn, and contribute to their progression. 	<p>Key components:</p> <ul style="list-style-type: none"> • Development of IDP • Prioritisation of time and commitments • Communication skills

Representative Team Campaigns and pathway development:

The next pages provide an overview of each of the NZ representative teams, their purpose the coach competencies required and time commitment for the coach.

	Team	Focus/purpose	Coach Competency	Coach commitment
Learn	U18	<ul style="list-style-type: none"> • First step in pathway • Introduction to trials process, crew selection, rowing with people from other regions, exposure to different coaches and competition • Enjoyment and motivation to continue at representative level. • Support to manage trials, training, and racing over a short time frame. • Be adaptable to blend in with other rowers. • Open to learning and being challenged 	<ul style="list-style-type: none"> • Ability to bring a crew together in a short space of time on and off water. • Ability to set up multiple boats with new rowers for comfort and performance. • Work well within a team and enjoy collaboration and learning with others. • Proven to develop crews and achieve a performance and NISS/SISS and Maadi level. • Ability to bring a crew together quickly on water – able to identify key factors for boat progression. • Create a group culture in a short time frame to help rowers feel connected to the group and support each other in the spirit of racing 	<ul style="list-style-type: none"> • Apply and interview for position. • Attend campaign which consist of approximately 3days of trials, 3 days of training, 3 days of racing. • The campaign is held over a week in the school holidays. • South Island coaches will need to travel to Twizel for trials and training and then to Karāpiro for training and racing. • North Island coaches will need to travel to Karāpiro for the entire event. • Coaches may be called upon to help provide equipment such as boats and oars for part or some of the campaign.
	Trans-Tasman Uni	<ul style="list-style-type: none"> • Often a rowers first team but can be an option for those who chose to focus on university or miss out on another RNZ team • Introduction to trials process, crew selection, rowing with people from other regions, exposure to different coaches and competition • Chance to wear the fern and represent NZ against Australia • Are good self-directed trainers and can manage training load alongside university commitments. • Connected to a university or club to train with during the campaign. • Adaptable and coachable to create a crew in short time frame. • Ability to sweep during trails and training with the goal of competing in an 8+ 	<ul style="list-style-type: none"> • Strong communicator, with confidence to connect with rowers and other coaches remotely. • Able to manage themselves and others as this is a relatively self-directed programme. • Ability to bring a crew together quickly on water – able to identify key factors for boat progression. • Coaches with experience in coaching club based, University or adult rowers preferable. • Understanding of athletes needs and commitment outside of rowing 	<ul style="list-style-type: none"> • Apply and interview for position. • Attend University Champs and trails (which often occur the day after) if possible. • Work with other team coach and NZU committee to plan training programme and camp/s. • Connect with athletes weekly to regularly about how their training is tracking. • If some rowers are in same region as the TT coach, then TT coach to provide some training session in between camps. • Attend 1-2 short camps and race event which is typically held in Australia or NZ. • Overall days away (including camps and travel) approximately 14

	Team	Focus/purpose	Coach Competency	Coach commitment
Apply	Winter hub	<ul style="list-style-type: none"> • Provide support for rowers who are part of NZ team campaigns or those training over the winter in preparation for pathway selection. • This includes U23, U21, World University, TT and U19 rowers when they are not in camp. It also includes US rowers who are returning from the US and want to be selected into the RNZ summer squad or performance pathway. • While rowers are often spread across NZ during the winter, specific focus will be on those regions where most rowers are based. This is often based around university locations. • On water support and development as well as connecting in with S+C for off water support where applicable • Provide rowers with a venue, coach, equipment, and rowers to train with at a vital time in their development. • Support provided from RNZ pathway leads and age group lead coaches 	<ul style="list-style-type: none"> • Ability to understand the needs of the different athletes at various ages and stages. • Good communicator to work with RNZ and age group coaches as well as club and regional stakeholders. • Adaptable and flexible in thinking and delivery of a programme. • Considerate of athletes needs both on water but also their commitments and requirements off water. • Passionate about supporting the RNZ athletes, their development, and their ambitions. • Balance between individual athlete development and crew development where required 	<ul style="list-style-type: none"> • Apply and interview for position. • Meetings (can be virtual) with RNZ pathway staff. • Communication with RNZ age group and pathway coaches • On the ground coaching can be discussed based on coaches' commitments but ideally available April – August (approx. 4-6 sessions per week) • On water coaching essential, off water coaching can be flexible based on age of athletes and providers. • Attendance to August pathway regatta preferable but not essential • Attendance to other development camps can be discussed to assist the coach's development and understanding of athlete needs. • Coach Development as required, provided by RNZ or HPSNZ
	U19	<ul style="list-style-type: none"> • Looking for performers who can keep improving from trial through to World Championship regatta. • World Championship event requires quality crews hitting the prognosis time at trials. • Development v Performance - These crews are not Elite crews so need to consider balance of the value of integrating athletes into the RNZ system vs the value of making A finals. This is a fine line and balanced slightly more to development. • Relocation, transition support needed. • Rowers will require technical development. • Physical progression where the crew will get faster from trials to racing at World Champs • The ability to put the training in at home location prior to coming into camp. • Main camp at Kārapiro – manage school load, training, social integration. • Integration into the RNZ building and framework. 	<ul style="list-style-type: none"> • Proven coach with winning crews over a period at U18 or Senior level and/or RNZ athletes. • Experience and results with school aged athletes • Is known to have the respect of their athletes. • Need to be adaptive, innovative and to have a holistic focus – these are school rowers without a full HP wrap around service. • Quality communicator with athletes, coaching team and RNZ staff • Coach-athlete relationship: Knowing the athletes and what it takes to make them perform. Including off water management and development • Collaborative – open to sharing knowledge and learning from others for the benefit of the whole squad not just personal crew. • Coach has completed organised or informal professional development in the last three years and can demonstrate learnings and changes to coaching practice. 	<ul style="list-style-type: none"> • Apply and interview for position. • Attend development camps in December if possible. • Complete planning days with RNZ and coaching team prior to U19 trial • Attend U19 trial • Communicate with athletes and coaching team between trial and camp. • Coach local U19 rowers (even if not part of your crew), while training at home prior to centralised camp • Weekly connections with athletes and their winter base coach to check how training is going and what support they need and to start to form a relationship with the athlete group. • Attend RNZ coach development such as team planning and development days. • Attend full camp, assist with transport, and school support of rowers • Travel to World Champs • Complete a review with RNZ – involves a team and 1:1 review as well as athlete feedback. • Total time – approx. – 10 weeks (includes all of the above)

	Team	Focus/purpose	Coach Competency	Coach commitment
Apply	U21	<ul style="list-style-type: none"> • Essential bridge between U19 and U23 • Sits in the middle between the Directed (U19's) and the more self-directed and HPSNZ assisted (U23's) • Chance for us to evaluate rowers ongoing potential to be Elite Athletes themselves. • Learning to balance life transition from home to self-led. • Opportunity to represent NZ while still focusing on university study. • Opportunity to row in multiple events in different crews. • Personal, professional, and physical development – learning to be a high performing person. • Adaptable and coachable to create a crew in short time frame. • Ability to train independently. • Motivated to take the next steps in RNZ. • Are good self-directed trainer and can manage training load alongside university commitments? 	<ul style="list-style-type: none"> • Strong communicator, with confidence to connect with rowers and other coaches remotely. • Proven to coach winning crews over a period of time at U18 or Senior level (or above) and/or RNZ rowers. • Ability to bring a crew together quickly on water – able to identify key factors for boat progression. • Ability to bring a crew together off water create a culture with rowers from different regions and backgrounds while spending majority of the campaign in separate training locations. • Understand age and stage of athletes and diversity of backgrounds so can be adaptable in support provided. • Coaches with experience in coaching club based / adult rowers preferable. • Coach-athlete relationship - Knowing the athletes and what it takes to make the perform. Including off water management and development • Completed organised or informal professional development in the last three years and can demonstrate learnings and changes to coaching practice. 	<ul style="list-style-type: none"> • Apply and interview for position. • Attend development camps in December if possible. • Complete planning days with RNZ and coaching team prior to U21 trial • Communicate with athletes and coaching team between trial and camps. • If in same location as some U21 rowers (even if not part of your crew), complete coaching session while on location at home • Weekly connections with athletes and their home coach to check how training is going and what support the need and to start to form a relationship. • Attend RNZ team development days when required. • Coach Development as required, provided by RNZ or HPSNZ • Attend all camps (2-3) and assist with transport and other support of rowers. • Travel with the team to regatta event • Complete a review with RNZ – involves a team and 1:1 review as well as providing athlete feedback. • Total time – approx. 6 weeks (includes all of the above)
	Summer development hub	<ul style="list-style-type: none"> • The objective of the summer development hubs are to provide athletes with high performance potential, a place to train and get support closer to home enabling these athletes to stay engaged and further develop in their regions 	<ul style="list-style-type: none"> • Development hub coach required to have similar competencies to a senior club coach, RNZ U19/U21 or above coach • Coaches need to communicate with RNZ and the athletes they are working with to establish clear expectations while motivating and supporting their development. • Coaches need to form quality coach-athlete relationships - Know the athletes and what it takes to make them perform on and off water. 	<ul style="list-style-type: none"> • Development hub coaching is arranged on a bespoke model to suit the region and club being utilised. • Coach Development as required, provided by RNZ or HPSNZ • Coaches can coach development hubs alongside their other coaching commitments.

	Team	Focus/purpose	Coach Competency	Coach commitment
Refine	Summer performance hub	<ul style="list-style-type: none"> The objective of the summer performance hubs is to provide high-performing athletes with the appropriate daily training environment, that will support them as they prepare to gain NZ team selection. 	<ul style="list-style-type: none"> Summer hub coaches required to have similar competencies to a U23 or above. Coaches need to communicate with RNZ and the athletes they are working with to establish clear expectations while motivating and supporting their development. Coaches need to form quality coach-athlete relationships - Know the athletes and what it takes to make them perform on and off water. 	<ul style="list-style-type: none"> Performance hub coaches are contracted by Rowing NZ to coach 30hrs a week from October – February Coach Development as required, provided by RNZ or HPSNZ
	World Uni	<ul style="list-style-type: none"> World racing competition and long-term winter development for rowers who have aged out of U23 or want to focus on university while still being involved in the RNZ programme. Small boat focus Small team Can be quite individualised development to support the athlete on their pathway. IDP to work through specific needs of development. Quality training programme to fit around university while progressing as a rower. High Performance support identified 	<ul style="list-style-type: none"> Coaches with experience coaching adult rowers preferable. Proven to coach winning crews at senior level or above. Coached another RNZ team preferably to an A final or winning (U21) performance. Coaches need to form quality coach-athlete relationships - Know the athletes and what it takes to make them perform on and off water Ability to connect and communicate with prior coaches and RNZ to understand athletes focus and needs. Ability to support rowers in home location and deliver an appropriate training programme to oversee on water technical and physical progression. Coach supports the athlete’s development and program planning and campaign management 	<ul style="list-style-type: none"> Apply and interview for position. Attend U23 camp in December if possible as world university rowers may be in attendance and if not, coach can work with coaches and see required work and skill level. Attend World university trail (week after nationals) On and off water training with crew/s throughout winter at home club location Attend Karāpiro (TBC) based camp prior to travel. Travel with team to World University Champs Coach Development as required, provided by RNZ or HPSNZ Complete a review with RNZ – involves a team and 1:1 review as well as providing athlete feedback. Total time – approx. 8 weeks (includes all of the above)
	U23	<ul style="list-style-type: none"> Pre-elite World Championship event so quality crews hitting targets and potential to medal or reach elite rowing critical. While still developing, focus is weighted more towards performance. Ability to identify potential elite athletes. Looking for A finalists and medals Balance between individual development and crew progression High performance support provided. Support to complete high training load over an extended period of time Rowers can come from NZ or US with different needs and support 	<ul style="list-style-type: none"> Proven to coach winning crews at senior level or above. Coached another RNZ to an A final or winning (U21) performance. Used to operating as part of a collaborative team who can help develop and grow the athletes. Ability to communicate with High performance support staff to identify needs of you rowers and develop their training programme in collaboration. US component requires an experienced coach to adapt and connect in a short period of time. Coaches need to form quality coach-athlete relationships - Know the athletes and what it takes to make them perform on and off water Completed organised or informal professional development in the last three years and can demonstrate learnings and changes to coaching practice. 	<ul style="list-style-type: none"> Apply and interview for position. Attend U23 camp in December if possible. Attend pre campaign planning days with coaching team and RNZ. Attend U23 trial (week after nationals) Communicate and deliver a training programme between trials and centralised camp. Connect with prior coaches to gain an understanding of athlete training history. Coach any U23 rowers in your region prior to arrival at Karāpiro Relocate to Karāpiro for duration of centralised camp Travel with team to U23 World Championships Complete a review with RNZ – involves a team and 1:1 review as well as providing athlete feedback. Total time – approx. 15 weeks (includes all of the above)

