

POSITION DESCRIPTION



Position title: U23, U21 & World University Selectors

Reports to: General Manager – Performance & General Manager - Community and Development

Key availability:

Selectors must be able to commit to the following:

- Personal development workshops as organised by Rowing NZ in line with the role
- North Island (22-29 January 2024) or South Island Club Championships (27-28 January 2024)
- New Zealand Club Championships (13-17 February 2024 – Lake Karāpiro)
- U23, U21 and World University selection trial (19-23 February 2024 – Lake Karāpiro)

ROWING NEW ZEALAND OVERVIEW

Rowing New Zealand (RNZ) is the national sport organisation (NSO) for all rowing in New Zealand. RNZ has a kaitiaki responsibility for the sport as well as supporting the delivery of quality experiences for all participants through the pathway at Community (Schools, Clubs, Universities), Development (pathways for athletes and coaches) and Performance (international campaigns including World Championships and Olympic Games) levels.

RNZ's key purpose is to foster and promote the sport of rowing in New Zealand in all its forms and classifications through:

- Growth in participation and membership
- Delivery of more role models for New Zealand and Rowing
- A strong, healthy, and sustainable organisation
- Continued medal success internationally.

ORGANISATIONAL VALUES

TRUST TOGETHER - we are one team

- We achieve when we are aligned, inclusive and respectful
- We maintain transparency and fairness through communication across the organisation
- One person's success is everybody's success.

CONTINUAL IMPROVEMENT - we seek to be better

- We are curious and open minded, combining our strong work ethic with innovation to make our organisation a great place to work
- We learn from our mistakes and embrace pressure as a privilege.

ACCOUNTABILITY – own our own outcome

- We act with integrity and take responsibility while holding each other to our standards.

CARE - we are supportive

- We show empathy and understanding for other people in our team
- We respect our peers by valuing their opinions and role
- We converse honestly and kindly. We care about people first.

HONOUR - we are proud to be part of history

- We respect New Zealand's rowing history
- We are humble as we strive to inspire the next generation and our country.

KEY PURPOSE OF THIS ROLE

The selection panel will work with the National Pathway Team to identify individuals that have the ability to develop and perform on the world stage.

The selection panel will select the NZ teams to compete at the 2023 U24 World Rowing Championships, U21 Pacific Regatta and World University Rowing Championships in line with Rowing NZ Strategic Objectives.

The selector role is voluntary, however necessary travel, accommodation and personal development costs will be covered by Rowing NZ.

KEY FUNCTIONS OF THE ROLE

Decision Making

- The criteria for selecting athletes, crews and teams is established by Rowing New Zealand and guided by the strategic objectives, Selection Policy and the Terms of Reference of Selectors
- The Selector is required to work as part of the collaborative selection panel to select a team in accordance with the selection policy determined by Rowing New Zealand.

Accountability

- The selection panel is approved by the Rowing New Zealand Board and is responsible to General Manager Performance (for U23's) and General Manager of Community & Development (for U21's and World University's) (or delegate) 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 Rowing New Zealand
- Athletes and officials are very aware of the presence of selectors at events and have high expectations of their impartiality.

Key Responsibilities

- Identifying and selecting athletes to attend U23, U21 and World University trials supported by the National Pathway team and Elite Development coaches
- Providing written reports to support the selection of athletes
- Conducting trials – erg testing, on water seat trials, time trialling as per RNZ selection policy
- Conducting athlete interviews during trials
- Selecting the U23 team to compete at the U23 World Championships, the U21 team to compete against Australia and the World University team to compete at the World University Rowing Championships
- Conducting athlete exit interviews for trialists not selected for the U23, U21 or World University teams.

PERSON SPECIFICATIONS

General

- Have a desire to advance the sport of rowing within New Zealand and advance New Zealand's reputation as a leading exponent of the sport

- Demonstrate a good general knowledge of rowing and ideally have a background in the sport as a top-level athlete, coach or manager, with knowledge of current international requirements and an ability to identify athlete capability
- Work closely and cooperatively with the National Pathway Team to achieve the strategic aims and objectives of Rowing New Zealand
- Attend identified regattas as required and, if requested, training camps
- Liaise with National Pathway Team, Elite Development coaches, National Team Campaign Coaches, other selection panels
- Display a proven ability to plan, monitor and review processes
- Have the ability to make strategic decisions and plan accordingly
- Possess capable IT and technology skills including e-mails and Google Drive.

People Skills

- Displays the interpersonal skills needed to develop and manage respectful relationships including with other selectors, coaches, athletes, parents and RNZ staff
- Exhibit strong networking abilities.
- Shows high level of professionalism within the team of selectors and interactions with the rowers

Communication

- Shows excellent verbal and written communication skills with ability to lead difficult conversations
- Has sound skills with electronic communications, internet, website etc.

Technical Skills

- Is highly skilled at analysing effective rowing technique
- Has the ability to triangulate information to make informed and transparent decisions, including technical ability, physical data and crew compatibility
- Possesses excellent record keeping and ability to document decision making processes
- Are able to plan and coordinate a trials process, including erg tests, seat racing and time trials as per Rowing NZ Selection Policy.

Personal Qualities

- Are highly motivated and energetic
- Are able to maintain objectivity, follow a transparent process and adhere to the RNZ selection policy
- Demonstrate a high work ethic, proactivity, and willingness to manage a high workload under pressure
- Are able to maintain positive and approachable manner when operating in stressful conditions
- Are committed to own personal growth and learning
- Are committed to the success of Rowing NZ and the athletes in the Development programme.

Selectors Availability

Selectors must be able to commit to the following:

- Personal development workshops as organised by Rowing NZ in line with the role
- North Island or South Island Club Championships
- New Zealand Club Championships
- U23, U21 and World University selection trial.

If you have a passion for rowing and believe you have what it takes to be a selector, please submit your expression of interest via the link on the website.

Applications close **Friday 10th November 2023**.

If you have any questions, you can contact Rowing NZ Athlete Development Manager, Janey Charlton – janey@rowingnz.kiwi