

Role Specification
U21 Team Coach

Reports to	RNZ High Performance Athlete Development Leader
Key Relationships	<ul style="list-style-type: none"> ○ U21 Athletes ○ U21 team manager ○ U21 team coaches ○ RPC coaches ○ RNZ team coaches ○ RNZ High Performance Coordinator ○ RNZ General Manager High Performance ○ RNZ Coach Development Manager ○ HPSNZ support services
Time commitment	<p><u>Trials:</u></p> <ul style="list-style-type: none"> ○ 29th April – 5th May <ul style="list-style-type: none"> ▪ Coach workshop 4th – 5th May ▪ Trials 29th April – 1st May ▪ Post-trial camp 2nd – 3rd May <p><u>Camp:</u></p> <ul style="list-style-type: none"> ○ Location TBC 27th June – 12th July <p><u>Racing:</u></p> <ul style="list-style-type: none"> ○ Penrith, Australia 13th – 18th July <p><u>Extras:</u></p> <ul style="list-style-type: none"> ○ Fortnightly coaches skype meeting when not in camp ○ Coach review – Karapiro, September ○ Athlete management and training when not in camp
Location	<ul style="list-style-type: none"> ○ Trials: Lake Karapiro ○ Camp: TBC ○ Accommodation NZ: Rob Waddell Lodge, Karapiro ○ Accommodation Australia racing: Penrith Value Suites ○ Race series 1: Sydney International Regatta Centre, Penrith
Key requirements	Full New Zealand Driver’s licence

Primary Role Purpose

The U21 team is an important development step in the RNZ athlete pathway. As a coach it is important to:

- Show ability to bring a crew together over a short period of time on and off the water, both in camp and long distance when not in camp
- Have a good understanding of the RNZ athlete pathway and communicate the next steps to your crew
- Demonstrate and reinforce New Zealand Rowing Team culture and values both on and off the water
- Identify potential progression of athletes and their performance and behaviours in training and racing

- Show improvement in crew development over the course of the programme
- Teach athletes how to operate in the High Performance environment
- Develop crews to be competitive within the RPCs, U23 NZ team and against the Australian U21 team
- Ensure individual athlete management and support throughout the programme
- Ongoing personal and professional development as a coach through RNZ and other avenues

Key Responsibilities

Planning	<ul style="list-style-type: none"> ○ Create an action plan for the campaign. ○ Plan with your coaching team, processes around communication at camps and between camps when the athletes are in their home regions. ○ Plan your sessions while in camp in conjunction with the training programme. ○ Athlete management plan - how to work with athletes and their focus both in camps and when in their home region. ○ Plan boat set up prior to arrival in camp to set up your boats appropriately for your crew.
Communication	<ul style="list-style-type: none"> ○ Communicate with athletes regularly on how their training is tracking. Get regular updates through a training diary particularly if your athletes are training in a different region. Stay in contact for the duration of the whole programme and identify and stay on top of any red flags. ○ Work with support staff at RNZ and RPCs (if applicable) around the training programme and services provided. Ensure the training programme is being implemented correctly, follow up on S+C and work with the RNZ Support Staff if you have any questions or concerns. Let staff know any injuries or changes to the training programme so can adapt accordingly. ○ When the athletes are not in camp they preferably train out of the RPCs. As a coach you need to stay in contact with the RPC coach or the coach the athlete is working with in their home region to ensure the athletes are completing the training as required and are aware of any issues that might be arising. ○ Provide professional written and verbal communication, from relaying information around the athletes you are working with to completing reviews of the programme. ○ Have professional written and verbal communication with RNZ and ensure all required documents are being sent to RNZ on time.
Technical and tactical development	<ul style="list-style-type: none"> ○ Improve boat speed through technical progression and physiological development between the trial regatta and the final regatta. ○ Understand race tactics required at a HP level including how to maximise boat speed through rigging. ○ Make use of the number of races the U21 team compete in over the course of the campaign and have a plan for how to progress, develop and learn from race to race.

<p>Teamwork</p>	<ul style="list-style-type: none"> ○ Work collaboratively and honestly with your coaching team and manager and make decisions based on what is best for the team. ○ Have regular meetings and remain in contact to ensure everyone is on the same page ○ Work with the HPSNZ staff around what services are provided and how to best work with them during the campaign. ○ Be open when needing assistance and share knowledge with your coaching team to get the most out of all athletes in the programme not just your crews.
<p>Training and travel</p>	<ul style="list-style-type: none"> ○ Attend trials, camps and regattas in Karapiro and Australia. ○ Work with the wider coaching team while in camp, to get the most out of each crew and encourage both athlete and coach learning. ○ If you have athletes in your home region you are to coach these crews during the winter at the RPC or local club.

Skills and Experience

The selectors look at a number of areas when considering coach appointments and can include but are not limited to:

- Self-driven investment in professional development
- Progressed a school or club programme showing development of rowers
- Consistent performances with crews producing expected or beyond expected results
- Show strong team dynamics either as the leader of their coaching group or within a coaching group they are part of
- Have a strong technical picture of the rowing stroke (which can be seen in their crews)
- Have passion and ambition with regard to coaching
- Be disciplined and organised and have good coaching/personal habits
- Previous experience on RNZ teams and performed to the standards expected by RNZ
- Previous experience and involvement with the RPC and other regional programmes
- Experience with athletes of this age and stage
- Professional communication skills both written and verbal with athletes, coaches, support staff, umpires and RNZ