

Position Title:	Mainland Pathways Development Lead		
Work Area:	Pathways	Reports to:	NNZ Pathways Programme Manager
Primary Location/s:	Canterbury		
Employment Status:	Contractor – Part time		
Primary Purpose of Position			
<p>To collaborate with the Mainland Netball community to establish player identification and development opportunities for players within a transparent and accessible pathway.</p> <p>To build robust relationships with the Netball community to support and grow Centre capability around player ID and development.</p> <p>To collaborate with the Tactix Head Coach in the set-up of the National Netball League (NNL) program and other pathway programmes that transition players from Centre representative level through to and including the NNL Team.</p> <p>Work with NNZ to build and align player development systems in the Mainland zone.</p> <p>To collaborate with the Mainland Coach and Umpire Leads to support coach and umpire development initiatives within the Mainland Coach and Umpire pathways.</p>			
KPI's			
<p>Centres, Zone & Tactix personnel are engaged and supporting collaborative relationships, and believe the pathways, talent identification and development programmes are adding value at every level.</p> <p>Players transition through the pathway from Centre to NNL and ANZ Premiership level.</p>			
Responsibilities & Measures			
Key Accountabilities	Critical Factors		
Player development	<p>Build relationships with Centre managers, representative coordinators, and coaches operating at the pre-elite level to provide advice and support on their development programmes, grow capability, and collaborate on joint development opportunities that provide access to the Centre/Tactix pathway.</p> <p>Collaborate with and support the Mainland Coach Lead to establish/maintain a transparent coaching pathway that provides development opportunities and support to Centre coaches working with emerging players at the pre-elite level to grow their capability to develop talented players.</p> <p>Consult with the Mainland Relationship Manager and Centres to review and establish a zone competition calendar that provides the appropriate competition at the right time to enhance preparation and performance.</p> <p>Support Netball Smart (NS) personnel to ensure NS initiatives are fully integrated across all Centre & Zone development programmes.</p> <p>Collaborate with the Tactix Head Coach in the development and implementation of the player development plan and pathway for the Mainland Zone, aligning systems and structures to the NNZ pathway and Silver Ferns success profile and Tactix requirements.</p>		
(PURE) Player identification	<p>Work with Centres across the zone to establish, support and train a network of selectors, selection panels and 'talent spotters' to ensure all emerging talent is identified.</p>		

	<p>Training of coaches and selectors to have a particular emphasis on the ability to identify future potential as well as current performance.</p> <p>Engage with Centre coaches and selectors to build a strong understanding of player depth and potential in the Mainland Zone.</p> <p>Ensure all selection policies and processes are up to date, transparent and in place across the zone with selection panels all operating in line with these.</p> <p>Work with the Tactix Head Coach to maintain a succession plan with a 4-6 year horizon and set up targeted identification and development plans where gaps are identified.</p>	
NNL Programme	<p>Oversee the logistics and organization of NNL training calendar, training venues.</p> <p>Source sponsorship and support for NNL programme</p> <p>Work with and support the Tactix Head Coach who has oversight on NNL, to put in place the NNL campaign plan and programme.</p> <p>Lead the appointment of the management team and selection of players, ensuring transparency in the process.</p>	
Centre relations	<p>Be the primary point of contact for Centres in connecting the HP community in the Mainland area to build alignment around player identification and development.</p> <p>Continue to connect with and utilise the Performance Advisory Group to access their wider knowledge and experience and ensure communication is enhanced across the zone.</p>	
Other	<p>Support and collaborate with the Mainland Umpire Lead to provide opportunities for umpire development alongside player and coach development programmes and pathway.</p> <p>Work with Centres and Head Coach to ensure regular reviews of all programmes and initiatives to improve on each year.</p> <p>Ensure stringent oversight of finances and budget to ensure all activities stay within budget.</p>	
Key Relationships		
Internal		External
<p>Mainland Relationship Manager</p> <p>Mainland Coach Lead</p> <p>Mainland Umpire Lead</p> <p>Mainland Netball Smart Lead</p> <p>Tactix and NNL team management</p> <p>Other Zone personnel</p>		<p>NNZ Pathways Programme Manager</p> <p>Centre Representative Coordinators</p> <p>Centre Managers</p> <p>Other Zone Pathway/Development personnel</p> <p>Other Sports in the Region</p>
Staff Reporting		
Paid		Volunteer
Nil		
Delegation of Authority		
All spending must have prior approval by NNZ Administrator		
Personal Attributes		
Competency	Descriptors	
Knowledge & Experience	Has experience, knowledge and understanding of player development from emerging through to High Performance level with the ability to design and implement comprehensive player development systems.	

	<p>Proven track record of Netball High Performance (HP) coaching and/or HP leadership success at a national level, and a proven track record of transitioning players through the development pathway Coaching and/or HP leadership qualifications and training that demonstrate capability</p> <p>Broad sporting sector knowledge and experience</p>
Leadership & Strategic Ability	<p>Future orientated and visionary</p> <p>Motivated by a growth mind set</p> <p>A strong awareness and understanding of Emotional and Cultural Intelligence (EQ/CQ)</p> <p>Addresses 'red flags' with a considered approach to difficult conversations</p> <p>Establishes functional teams with complimentary skills</p> <p>Skilled at prioritising, delegating tasks, and making considered and quick decisions when required</p> <p>Ability to hold self and others accountable</p> <p>Leads with a natural authority, through their actions, 'walks the talk'</p> <p>Stakeholder management & interpersonal skills that generate mutual respect and trust</p>
Interpersonal Skills	<p>Values based decision maker who conveys credibility, driving influence and ensures 'buy in' from a diverse range of partners (players, Centres, coaches, selectors, high performance groups)</p> <p>Self-aware in the role, and understands their strengths and weaknesses and impact on others</p> <p>Quickly establishes and maintains trust, rapport, and effective relationships at all levels, with both internal and external stakeholders</p> <p>Builds effective relationships to create an open and honest environment</p> <p>Honest and trustful always</p>
Inspirational	<p>Dedicated, highly motivated, professional, and empathetic</p> <p>Has a positive energy and enthusiastic approach</p> <p>Able to respectfully challenge others and themselves</p> <p>Creates learning experiences that are creative and innovative</p> <p>Proven in developing collaborative environments</p>
Communication	<p>Communicates directly with all stakeholders in a clear, transparent, and honest manner</p> <p>Consistently communicates in a positive, constructive and solution based manner</p> <p>Presents with authenticity with the capability to persuade and influence</p> <p>Listens and creates environments for mutual interactions</p> <p>Ensures collective understanding about goals, strategy, and consequences</p>
Planning	<p>Can establish campaign plans, set goals, objectives and measures that demonstrate a great vision of the game.</p> <p>Works in a methodical, well-planned, and organized manner</p>
Other	
<p>Given the demands of this role, and the nature of working in sport, work outside standard working hours will be required in the evening and weekends.</p>	