

POSITION DESCRIPTION

Position title: **Lead Sprint Coach**
Reports to: High Performance Director
Office location: Cambridge, New Zealand
Employment Status: Fixed Term
Direct reports: Development Coach(s), contract staff as required.

CYCLING NEW ZEALAND OVERVIEW

Cycling New Zealand is the National Sports Organisation for all cycling codes in New Zealand in the interests of; Road & Track, Mountain Bike, BMX, Schools Cycling, and Cyclo-cross. Cycling New Zealand is on a journey to share our story and grow public awareness of Cycling as an exciting and vibrant sport where Kiwi's succeed.

Purpose: Unlocking People Potential

Vision: A thriving community across the sport of cycling

Values:

Integrity

We are honest and transparent, uncompromising in our commitment to strong moral, respectful, and ethical principles

Innovation

We constantly look at working smarter and more efficiently - seeking improvement in all we do

Excellence

We aim high in everything we do, striving to be better in all we do

Collaboration

We connect to achieve our purpose, we build trust in our relationships

KEY PURPOSE OF ROLE

The purpose of this role is to continue to build a sustainable high performance sprint programme capable of achieving medal success at major events such as the world track cycling championships and the Olympic Games, all the while supporting and guiding sprint development programmes. In doing so, the Lead Sprint Coach will need to work very closely with other Lead and Development Coaches to reach agreed upon collective performance outcomes. The Lead Sprint Coach will support and mentor other coaches who are in the performance pathway. The Lead Sprint Coach will also work in collaboration with other coaches, the High-Performance Director to find the best possible service support for their

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programme and the athletes within the programmes by creating very close relationships with High Performance Sport New Zealand.

Ultimately, the Lead Sprint Coach is responsible for the development of high performing sprint cycling individuals who just happen to be athlete.

KEY FUNCTIONS OF THE ROLE

1. Performance Planning

- Lead the development and ongoing review of event specific performance profiles/models.
- Lead the development of appropriate multi-year campaign planning for the targeted squad.
- Lead the development and ongoing review of the periodisation planning for the sprint squad.
- Lead the development and ongoing review of athlete squad planning.

2. Coaching

- Lead the development, implementation, and monitoring of high-quality Individual Performance Plans (IPPs) for every athlete in the sprint squad.
- Provide appropriate hands-on coaching targeted at maximising the performance progression of every individual in the sprint squad, and team.
- Leading, managing, and coaching the squad at key competitions.

3. People Leadership

- Leading, managing and developing an Assistant Track Sprint Coach.
- With the assistance of the HPD and the HPSNZ Athlete Performance Support Consultant, plan and managing the APS staff interacting with the programme.
- Periodically working with Hub coaches and other development coaches nationally to maximise upskilling and collaboration within New Zealand.

4. Special Projects

- Undertake special projects from time to time as agreed with the Chief Executive.

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KEY RELATIONSHIPS

1. Internal

- CNZ athletes
- Development Coaches
- CNZ staff
- Road and track club coaches across New Zealand

2. External

- HPSNZ
- Home of Cycling
- Union Cycliste Internationale (UCI)
- CNZ appointed contractors
- Other International Federations as necessary

KEY PERSON SPECIFICATIONS

1. Qualifications and Experience

- Extensive experience coaching in a high-performance track cycling environment.
- Extensive experience creating, developing, and leading a successful HP culture within a team.
- Experience leading a squad or team in a World Championships or Olympic Games.
- Experience developing and delivering both strategic and operational plans.
- Experience working closely with sports science and sports medicine practitioners.
- Experience preparing critical pre/de brief and review documentation.
- Creating people management plans to attract, develop and retain top talent.

2. Knowledge and Skills

- A proven ability to think and plan strategically and manage people.
- Understand the key factors required to achieve success internationally in sport.
- Understand the characteristics of effective HP athlete development pathways.
- Understand the New Zealand high performance system and HPSNZ strategy.
- Understand the CNZ vision, strategy, priorities, and challenges.

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3. Competencies and Behaviours

- A professional and personable approach in all dealings.
- Strong team player and relationship builder.
- A considered and decisive decision-making style.
- Proactive leader with the ability to set a clear direction, inspire and motivate others and solve conflicts.
- Integrity in all dealings and be an honest and open person with insight and an ability to listen to stakeholder views.
- Comfortable to easily move between quality strategic thinking and operational delivery.
- Demonstrate strong analytical and problem-solving capability.
- Strongly skilled in verbal and written communication.
- Appropriate level of IT and technology skills.

4. Physical Capabilities

- Manual handling (up to 10kg)
- Bending & twisting
- Using hand tools for bike maintenance
- Using compressed air for tyre inflation
- Sitting for long periods
- Keyboard, mouse, and monitor operation (approx. 3 hours per day)
- Motorbike riding
- Standing for long periods
- Vehicle driving

5. Safety, Health & Environment

- Comply with the Company's Safety, Health & Environment procedures and follow all instructions.
- Take reasonable care for your own safety as well as the safety of others.
- Identify and immediately report any hazard/ incident/ accident in line with procedures.
- Actively and constructively participate in discussions to resolve Safety, Health & Environment issues.

6. Key notes:

- Given the nature of sport, it is likely this role will be required at times to work out of normal business hours including evenings and weekends.
- This role may require both domestic and international travel.