

CYCLING NEW ZEALAND
ATHLETE
DEVELOPMENT
FRAMEWORK
AND RIDER
PATHWAY

AUGUST 2019



PRINCIPAL PARTNER



WWW.CYCLINGNEWZEALAND.NZ



INTRODUCTION



Cycling New Zealand is creating a legacy of performance in a number of events and disciplines. This legacy is driven through consistent performances in pinnacle events including Olympic and Commonwealth Games, and World Championships. To ensure Cycling New Zealand has the necessary talent to deliver world class performances at these events, we must create the structures and systems that will enable us to systematically drive our high performance rider development. Important to this is the establishment of a structured system of athlete development that ensure a pathway from club to international performer.

This effective framework and pathway will enable more athletes to access targeted development that will drive world class performance through clearer tracking and understanding of their development. Critical to the success of these systems and programmes is:

1. Complete alignment within the rider development pathways with the Cycling New Zealand High Performance Programme;
2. The right people in particular coaches, in the right place at the right time to meet the needs of the developing athletes;
3. A clear understanding of our future riders' targeted development progressions along the pathway, and their ongoing development needs at

these stages including effective competition structures;

4. The appropriate level and type of athlete performance support within the developing riders' daily training environments.

Cycling New Zealand have identified the need to develop well rounded and adaptable athletes who are able to perform on and off the bike. This holistic approach will ensure our athletes are physically dynamic, have world class tactical and technical attributes who demonstrate the work ethic, decision making and the ability to perform under pressure. From this they will be able to realise their physical potential. While the achievement of result and time goals is important, we must first focus programmes on the development of these critical attributes to ensure future success.

Alignment of programmes with the learnings of the High Performance programme is very important to ensure clarity of pathway and development that supports future performance. To understand this we looked at the history of our current and previous world class performers and their progression to world class, from this we were able to create a model that understand the progression of our current developing athletes and to inform coaches and athletes throughout the pathway.

We understand that development is a non-linear, dynamic environment that will need to adapt and evolve as athlete's progress through that system. As

we better understand the needs of these athletes we can ensure the environment created is fit for the purpose of creating world class performers.

Cycling New Zealand's framework for the High Performance athlete pathway looks to identify the periods in an athletes evolution to world class, outlining the environment, expectations and opportunities at each stage. Understanding the non-linearity of the pathway, athletes may have different experiences at each stage, they may move more slowly or faster than others. These must be factored in to the individual requirements of the athlete to ensure progression through the pathway.

This document provides a guide for athletes, coaches and parents to understand the stages of the

pathway, the requirements based on that stage and how the transition between stages may occur. Understanding that at each stage the environment is fluid rather than rigid, this will enable the most appropriate, age and stage development for athletes as they transition through the pathway.

Cycling New Zealand and HPSNZ programmes are reviewed annually through the carding process. Athlete performance including results and training information are considered prior to making the invitation to join the programme. Carded athletes are very focussed on future podium potential. Cycling New Zealand Performance Hub programmes are reviewed annually, development and future potential are the key drivers at this stage.

	FOUNDATION	EMERGING	DEVELOPMENT	PODIUM TRANSITION	PODIUM POTENTIAL	PODIUM
Phase Description	<p>Learning the fundamentals of movement & control through numerous activities.</p> <p>All sport should focus on basic skill development</p> <p>Participation across a number of sports & activities. Likely participating in other cycling disciplines.</p>	<p>Beginning to demonstrate the potential for future performance.</p> <p>Competing in local, schools & regional competitions.</p> <p>Able to access multiple sports & activities.</p>	<p>Confirmation of potential to transition into a full time high performance environment</p>	<p>Transitioning to a full time High Performance programme</p>	<p>Developing the attributes of consistent international performance</p>	<p>Consistent international podium performance</p>
Athlete Description	<p>Competing in local, schools & regional competitions.</p> <p>Able to access multiple sports & activities.</p> <p>Coaching sessions are very generic and focus on fun & learning.</p>	<p>Identified as a potential talent for Regional & National development programmes & competitions.</p> <p>Committed to regular training & competition within regional & national development programmes & competitions.</p>	<p>Elite Development, or an Elite U19 squad member competing in junior World Championship, Oceania Championship, age group development & competitions to maintain development</p>	<p>Elite Development athlete developing towards major events & competitions. Competitions include World Cup, Commonwealth Games and international development competitions.</p>	<p>A member of the Elite programme a consistent member of & medal winner in World Championship, World Cups and major road & track development events & competitions.</p>	<p>A consistent performer in the Elite programme winning medals at Olympics, World Championships, Major international competitions, World Cups & Commonwealth Games</p>
Age	Under 14	14 - 16	16 – 18	18+		
Athlete Support			Pathway to Podium	L3 Carding	L2 Carding	L1 Carding
CNZ Programme	School, Club, Regional & National Development Programmes		Performance Hub		High Performance Programme	
Daily Training Environment	<p>Potential Emerging athletes will be developed & supported through school, club & regional programmes</p>	<p>Emerging athletes will be developed & supported school, club & regional programmes. With progress into Hub programmes.</p>	<p>Performance Hub and P2P athletes will begin contact with the centralised programme on a camp or campaign basis.</p> <p>Training will be managed in their home environment managed by personal & supported by Hub coaches.</p>	<p>Carded 3 will have extended support within the centralised programme, and may be supported through performance Hubs.</p>	<p>Carded 1 & 2 athletes supported by centralised programme with full access to CNZ & HPSNZ coaching and support personal.</p>	
Competitions	<p>Participants enter their first competition pathway in the club & school environment. The key objectives are sound execution of basic skills, safety on the road & track, developing tactical appreciation. Including the understanding & development of workload capacity while integrating and growing social aspects.</p>	<p>Junior school & regional competitions encourage accelerated development of technical & tactical requirements within an advanced age group & peer level of competition. Structured preparation periods offers insight and understanding into the elite pathway.</p>	<p>Developing competition experience through international, regional and domestic competitions. Targeting top 4 performances in team and top 6 in individual events.</p>	<p>Developing performances capability at pinnacle events. Podium at World Cups, Oceania Championships and international competitions.</p>	<p>Developing consistent performances at pinnacle events. Podium at World Championships and World Cups and international competitions.</p>	<p>Consistent performances and podium at pinnacle events. Olympic, World Championships and World Cups.</p>



FOUNDATION

THE ATHLETE

You will be under 14 and beginning your journey as a young athlete. Learning the fundamentals of movement & control through numerous activities. All sport should focus on basic skill development. Participation across a number of sports & activities. Likely participating in other cycling disciplines.

CATEGORY

You will be considered as part of the Youth Participation area of the sport.

SUPPORT

You will receive support through local programmes delivered through clubs and schools. The focus will be on encouragement that supports a lifelong commitment to sport.

COMPETITION

You will participate in a range of cycling activity and events including other sports where the focus is on fun & enjoyment of movement & physical activities with peers. The distance and course severity will be age and stage dependent.

Activities & events are designed to acquire the basic skills and movement patterns required to participate in cycling. These should be applied in a stimulating environment that supports longevity in the sport.

DAILY TRAINING ENVIRONMENT

Family and friends will play a major part of your early development. Clubs and schools will support access to local facilities, tracks and trails that provide the opportunities for development.

Early sampling supports long term development through higher deliberate play and low deliberate practice across several sports.

PERFORMANCE

There will be no performance expectations at this stage of your development. You will begin learning the attributes required to compete in the future.

TECHNICAL

You will focus on safe and legal riding on the road and public space. With developing the principles of riding a bike fast and effectively being the primary aims.

TACTICAL

Through strong mentoring you will begin to understand decision making in the tactical sense through age and stage appropriate competition and game based learning.

PHYSICAL

Game and fun based early physical development that begins to develop holistic cycling requirements across a range of motor patterns.

PSYCHOLOGICAL

You will lay down the foundations of fun and passion that will provide the background to a long term future in the sport.

COACHING

You coaches will create an engaging environment where young athletes can develop their love of the sport in a safe, enjoyable learning environment. Coaches have the ability to coach the core skills and to identify technical weaknesses and correct them as a normal part of training. Coaches are also able develop basic concepts that assist athletes to “play” small games based around basic competitions.

Your coach will encourage development across a range of cycling activities and sports where the principles of movement and balance are a real focus.

Your coach will enable and create an environment where young athletes can develop the passion and love of cycling in a safe, enjoyable learning environment. Coaches have the ability to develop the core skills to develop basic concepts that assist athletes to play small games based around game sense concepts.

Identification of coaches with the potential to progress into a more advanced training environment. Coaches have the ability to:

- create a safe and fun learning environment;
- Identify and correct fundamental movement patterns within technical skills;
- Instruct on foundation tactical structures and formations within training sessions and games;
- Introduce evidenced based coaching techniques and basic sport science theory.



EMERGING

THE ATHLETE

You will be 13 - 16 and beginning your journey as a young athlete. You will likely be involved in a number of sports and pastimes with a passion to grow and develop as an athlete.

Beginning as a competitive cyclist learning the basics of the events and disciplines and performance. Through domestic performances, demonstrate the potential for future performance.

CATEGORY

You will be considered as part of the Youth Participation area of the sport.

SUPPORT

You will receive support through local programmes delivered through clubs and schools. The focus will be on encouragement that supports a lifelong commitment to sport.

You will be able to access Cycling New Zealand Junior Development programmes that begin to shape direction and development.

COMPETITION

As a regionally identified athlete you will be demonstrating the potential to progress to National Junior programmes within 2 years and Development Athlete Status within 4 years.

You will participate in a range of cycling activity and events including other sports where the focus continues to be on fun & enjoyment of movement & physical activities with peers. The distance and course severity will be age and stage dependent.

You are a nationally identified athlete with potential to progress to National Junior squad and within 2 years and Development Athlete Status within 4-7 years.

As an emerging athlete, activities & events are designed to continue the acquisition of the basic skills and movement patterns required to participate in cycling. These should be applied in a stimulating environment that supports longevity in the sport.

DAILY TRAINING ENVIRONMENT

You will be developed & supported through school, club & regional programmes.

Your performances and ability to learn may see you progress into Performance Hub programmes.

PERFORMANCE

You will be assessed during school & club regional & national programmes & competitions. You will begin to access international competitions that support development such as Oceania Championships and trans-Tasman competitions.

TECHNICAL

Your focus is on continuing to develop individual & team skills along with specialist skill development. You will begin to learn the ability execute skills under pressure & in competition. The development of skills acquisition & decision making are an important component at this stage of development.

TACTICAL

Your focus is on advanced decision making & strategy development. You continue the focus on team performance and the execution of skills under pressure.

PHYSICAL

You continue to be exposed to a range of training stimulus to develop holistic cycling requirements across a range of motor patterns. You will begin refining your cycling specific physiological attributes including increasing your workload, intensity, speed, strength & power. With additional focus on injury prevention.

You will begin and age and stage Strength & Conditioning (S&C) guidance where you will begin the development of the movement patterns that enable the future development of discipline and event specific strength and power that delivers future performance.

PSYCHOLOGICAL

You are introduced to performance psychology. Targeted development in:

- Goal setting & planning;
- Mental toughness & resilience;
- Building confidence & passion. Dealing with adversity. Event preparation & preparedness.

COACHING

Your coach will enable and create an environment where young athletes can further develop the passion and love of the cycling in a safe, enjoyable learning environment.

Coaches will continue the progression into a more advanced training environment. Coaches will have a focus on:

- Developing the fundamental requirements of the sporting disciplines through the acquisition of core skills and understanding;
- The foundations tactical awareness through training and multiple competition opportunities;
- The development of key mental skills requirements to support athlete development;
- Age and stage appropriate evidence based coaching techniques and basic sport science theory.



DEVELOPMENT

THE ATHLETE

You will be a consistent performer as a Junior where you will demonstrate the potential for future high performance involvement, 5 - 8 years from podium at Olympics, World Championships, Major international competitions, World Cups & Commonwealth Games.

Typically a competitive Junior World Championship athlete.

You will be aged 16 – 19.

Note: Athletes who are close to selection for Junior World Championships selection including those who have the physical and psychological attributes that suggest future high performance capability.

CATEGORY

You will be developing and demonstrating the attributes if future performance.

SUPPORT

You are a nationally identified athlete in the National Junior squad, a Podium Potential athlete within 2 – 4 years and a Podium within 4-7 years.

You are considered as being 1 – 3 years from carding and would be invited into the Pathway to Podium (P2P) programme where you will receive a range of regionally based Athlete Performance Services (APS) including workshops, 1:1 delivery and athlete development services.

You will be identified through performances at World Championships, Oceania Championships, National Championships and other International competitions.

Regional Performance Hubs are available to you and U23 athletes by Expression of Interest and invitation for athletes considered as working towards the High Performance programme or significant development programmes and teams.

You will receive a range of regionally based APS including workshops, 1:1 delivery and athlete development services alongside coaching and access to training facilities. Where appropriate you will work alongside P2P programmes. You will be identified through performances at National Championships, major domestic competitions and in some cases other International competitions.

COMPETITION

Your International representation at Junior World Championship and other International competitions will indicate future potential at High Performance programme and team level.

Your participation at Oceania & international competitions would assist your development as it replicates and prepares you for international competitions. These events ensure a high competition standard which exposes these athletes.

You will be a consistent performer in domestic and regional competitions.

DAILY TRAINING ENVIRONMENT

You would be predominantly supported through the P2P programme with support for targeted development supported by Performance Hubs.

Your development & support through school, club & regional programmes will continue to be important.

PERFORMANCE

You will be assessed through international competition, national championships, training camps and major domestic competition.

TECHNICAL

Your focus is on national elite skill level development, national elite specific & specialist skill development as well as national elite skill acquisition & decision making.

TACTICAL

Your focus is on national elite decision making development, international elite strategy development and skills under pressure as well as Identification of future National Team coaches.

Opportunities to coach Junior National Squads and for assistant positions within the Senior National Team. Coaches have the ability to:

- Identify and provide technical instruction on advanced skills within the training and competition environment;
- Identify and provide instruction on advanced formations and tactics within the training and competition environment;

national elite skills under pressure & in event situations.

PHYSICAL

Your focus is developing your key physiological attributes of capacity, speed, strength & power that supports performance.

You will continue developing fundamental movement patterns moving into the development of discipline and event specific strength that supports future high performance and delivers future performance.

PSYCHOLOGICAL

Your focus is around continuing to develop in:

- Goal setting & planning. Mental toughness & resilience;
- Building confidence & passion;
- Dealing with adversity;
- Event preparation & preparedness and personal organisation;
- Building confidence;
- Team dynamics.

COACHING

- Knowledge of a range of applied evidenced based coaching techniques and an understanding of range of sport science theory, and when to apply it;
- Clear understanding of long term program development and leadership characteristics;
- Developing campaign and programme leadership across the coaching and support team.



PODIUM TRANSITION

THE ATHLETE

You will have demonstrated success or the potential of future success as a Junior athlete.

You will be developing consistency as a performer in the Elite Development programme, 3 - 8 years from podium at Olympic & Commonwealth Games, World Championships, World Cups and Major international competitions.

You will be aged 18 – 21.

CATEGORY

You will be transitioning towards centralised programmes or high performance environments.

SUPPORT

Track – You will be a Carded 3 athlete supported by regional HPSNZ services and suppliers co-ordinated by centralised programme. Cycling New Zealand provide coaching and access to equipment required for training & competition when in the camp environment.

BMX – As a targeted athlete you will be Carded. This includes access to appropriate Athlete Performance Enhancement services accessible through HPSNZ. You may receive access to services through the Performance Hub network.

MTB – As a targeted athlete you will be Carded. This includes access to appropriate Athlete Performance Enhancement services accessible through HPSNZ.

You may receive access to services through the Performance Hub network.

COMPETITION

Your international representation at World Cups and other International competitions will indicate future potential at World Championships and Olympic Games.

Oceania & international high performance competitions integrating Development & Elite athletes to a defined development structure which replicates and prepares for international competitions. Ensures a high competition standard which exposes these athletes.

DAILY TRAINING ENVIRONMENT

Track – If you are a Carded 3 athlete you will be supported by a combination of home based and centralised facilities and programmes. Support will be provided by Regional Performance Hubs utilising local providers and facilities. They will access the centralised environment through camps, training and competition opportunities. Co-ordination will be provided by coaches in the HP system supported by personal and Hub coaches.

Road – You will be supported by your trade teams utilising the team's facilities and competition that supports development toward pinnacle events.

BMX – If you are a targeted athlete, you will be Carded and supported by Cycling New Zealand on a

campaign basis to access facilities and competition that supports your development toward pinnacle events.

MTB – If you are a targeted athlete, will be Carded and supported by Cycling New Zealand on a campaign basis to access facilities and competition that supports development toward pinnacle events.

PERFORMANCE

There will be managed performance expectations at this stage of your development. You will begin learning the attributes required to compete in the future. The focus will be on completing a strong BioPsychoSocial (Biological, Psychological & Social) transition to ensure a high level of consistent future performance. You will demonstrate performance improvement throughout that period.

TECHNICAL

Your focus is on international elite skill development, international specific & specialist skill development as well as international elite skill acquisition & decision making.

TACTICAL

Your focus is on:

- International elite decision making development as well as;
- International Elite strategy development and skills under pressure;
- International Elite skills under pressure & in event situations;
- International Elite performance analysis.

PHYSICAL

Your focus is on maximisation of training key physiological benchmarks for capacity, speed, strength & power attributes. As well as targeted programming to mitigate physical deficiencies identified through regular physiological testing.

Having developed fundamental movement patterns, you will be developing the discipline and event specific strength that delivers future performance.

PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development & servicing;
- Specialist individual & team development in: Self-regulation, mental toughness & resilience with concentration & focussing strategies;
- Maintaining & building confidence & dealing with adversity;
- Team dynamics & leadership;
- Event preparation & preparedness;
- Performance psychology strategies.

COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes.

Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment;
- Lead the learning process for developing High Performance coaches;
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise;
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme;
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise;
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders.



PODIUM POTENTIAL

THE ATHLETE

You will be a consistent performer in the Elite Development programme, 2 - 4 years from podium at Olympic & Commonwealth Games, World Championships, World Cups and Major international competitions.

CATEGORY

You will be showing potential to perform at the Elite level.

SUPPORT

Track - You will be a Carded 2 athlete supported by centralised programme. This includes full access to all Centralised Athlete Performance Enhancement services accessible through HPSNZ. Cycling New Zealand provide coaching and access to all equipment required for training & competition.

BMX – As a targeted athlete you will be Carded. This includes access to appropriate Athlete Performance Enhancement services accessible through HPSNZ. You may receive access to services through the Performance Hub network.

MTB – As a targeted athlete you will be Carded. This includes access to appropriate Athlete Performance Enhancement services accessible through HPSNZ. You may receive access to services through the Performance Hub network.

COMPETITION

International representation at World Cup and other International competitions will indicate future potential at World Championships and Olympic Games.

Oceania & international high performance competitions integrating Development & Elite athletes to a defined development structure which replicates and prepares for international competitions. Ensures a high competition standard which exposes these athletes.

DAILY TRAINING ENVIRONMENT

Track – As a Carded Level 2 athlete you will be supported by centralised facilities and programmes at the Home of Cycling, Cambridge. International access to facilities and competition that supports development toward pinnacle events.

Road – You will be supported by your trade teams utilising the team's facilities and competition that supports development toward pinnacle events.

BMX – As a targeted athlete you will be Carded and supported by Cycling New Zealand on a campaign basis to access facilities and competition that supports development toward pinnacle events.

MTB – As a targeted athletes you will be Carded and supported by Cycling New Zealand on a campaign

basis to access facilities and competition that supports development toward pinnacle events.

PERFORMANCE

The performance expectations at this stage of your development will be aligned with your transition into High Performance systems. You will begin developing the consistency of performance that will enable future success.

TECHNICAL

You will be assessed during International competitions, national & team training camps and the training environment.

TACTICAL

Your focus is on:

- International elite decision making development;
- International Elite strategy development and skills under pressure;
- International Elite skills under pressure & in event situations;
- International Elite performance analysis.

PHYSICAL

Your focus is on:

- Maximisation of training key physiological benchmarks for capacity, speed, strength & power attributes;
- Targeted programming to mitigate physical deficiencies identified through regular physiological testing;
- Developing the strength requirements to meet discipline and event requirements that supports future performance.

PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development & servicing. Specialist individual & team development in: Self-regulation, mental toughness & resilience with concentration & focussing strategies;
- Maintaining & building confidence & dealing with adversity;
- Team dynamics & leadership;
- Event preparation & preparedness;
- Performance psychology strategies.

COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes.

Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment;
- Lead the learning process for developing High Performance coaches;
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise;
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme;
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise;
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders.



PODIUM

THE ATHLETE

You will be a consistent performer in the Elite programme, 0 – 2 years from podium at Olympic & Commonwealth Games, World Championships, World Cups and Major international competitions.

CATEGORY

You will be an Elite performer.

SUPPORT

Track - You will be a Carded 1 athlete supported by centralised programme. This includes full access to all Centralised Athlete Performance Enhancement services accessible through HPSNZ. Cycling New Zealand provide coaching and access to all equipment required for training & competition.

Road – As a targeted athlete you will be Carded, supported by you trade team. Cycling New Zealand will provide access to support as required for those athletes who predominantly reside outside of New Zealand.

BMX – As a targeted athlete you will be Carded. This includes access to all Centralised Athlete Performance Enhancement services accessible through HPSNZ. You may receive access to services through the Performance Hub network.

MTB – As a targeted athlete you will be Carded. This includes access to all Centralised Athlete Performance Enhancement services accessible through HPSNZ. You may receive access to services through the Performance Hub network.

COMPETITION

Your focus is on International representation for Olympic Games & World Championship performances.

Oceania & international road high performance competitions integrating Development & Elite athletes to a defined development structure which replicates and prepares for international competitions. Ensures a high competition standard which exposes these athletes.

DAILY TRAINING ENVIRONMENT

Track – You will be a Carded Level 1 athletes supported by centralised facilities and programmes at the Home of Cycling, Cambridge. International access to facilities and competition that supports development toward pinnacle events.

Road – As a targeted athlete you will be Carded, supported by their trade teams utilising the team's facilities and competition that supports development toward pinnacle events. Cycling New Zealand will provide support in support of your trade team.

BMX – As a targeted athlete you will be Carded, supported by Cycling New Zealand on a campaign basis to access facilities and competition that supports development toward pinnacle events.

MTB – As a targeted athlete you will be Carded, supported by Cycling New Zealand on a campaign

basis to access facilities and competition that supports development toward pinnacle events.

PERFORMANCE

You will be assessed during International competitions, national & team training camps and the training environment.

TECHNICAL

Your focus is on:

- International elite skill development, International specific & specialist skill development;
- International elite skill acquisition & decision making.

TACTICAL

Your focus is on:

- International elite decision making development;
- International Elite strategy development and skills under pressure;
- International Elite skills under pressure & in event situations;
- International Elite performance analysis.

PHYSICAL

Your focus is:

- Maximisation of training key physiological benchmarks for capacity, speed, strength & power attributes;
- Targeted programming to mitigate physical deficiencies identified through regular physiological testing;
- You will have developed the strength requirements to meet discipline and event requirements that supports performance.

PSYCHOLOGICAL

Your focus is on:

- Individualised performance psychology development & servicing;
- Specialist individual & team development in: Self-regulation, mental toughness & resilience with concentration & focussing strategies;
- Maintaining & building confidence & dealing with adversity;
- Team dynamics & leadership;
- Event preparation & preparedness;
- Performance psychology strategies.

COACHING

Your High Performance coaches will be able to read and refine skills within high performing athletes.

Coaches have the ability to:

- Articulate quality information to programme stakeholders in a highly stressful environment;
- Lead the learning process for developing High Performance coaches;
- Seek out and provide clear direction and leadership on technical developments and trends as they develop through the utilisation of critical expertise;
- Clear leadership and instruction on understanding changing trend and implementing strategies into the programme;
- Seek out and provide clear direction and leadership on evidence based sports science and coaching theories and implement through the utilisation of critical expertise
- Design and implement a long term program that takes into account individual requirements whilst delivering shorter term objectives with the ability to engage, lead and influence a variety of stakeholders;
- Provide campaign and programme leadership across the coaching and support team