



HIGH PERFORMANCE  
SPORT NEW ZEALAND

# High Performance Coaching Consultant

## ABOUT HIGH PERFORMANCE SPORT NEW ZEALAND

---

High Performance Sport New Zealand (HPSNZ) was established in 2011 through a merger of the New Zealand Academies of Sport (North Island and South Island) and the High Performance unit of Sport New Zealand (formerly SPARC) - with the aim of simplifying and streamlining New Zealand's High Performance (HP) system, and giving it an increased focus on excellence.

The HPSNZ vision is to have more New Zealanders winning on the world stage and will achieve this by focussing on the following key strategic drivers:

- **People** - Retain, develop and attract people who can provide sustained world leading support to enhance NSO, coach and athlete performance; Excellence in governance and leadership
- **High Performance Environment** - Promote a culture of high performance excellence through our people, resources and facilities
- **Planning & Monitoring** - Use world leading needs analysis, planning, monitoring and assessment practices to enhance performance
- **Immersion** - Allocate time in sports to understand the best way to deliver what it takes to achieve performance goals
- **Innovation** - Proactively develop and apply world leading innovations aligned to strategic priorities to enhance our competitive advantage
- **Intelligence** - Capture, share and leverage knowledge and world leading best practice across the HP system

The key goal of the Capacity and Expertise Group is to enhance the capacity of the New Zealand high performance sporting system to create long term sustainability and repeatable results at the highest international level. The core functions are:

- Ensure National Sport Organisations (NSOs) have HP athlete development programmes that will provide enough athletes at each stage of their pathways to meet or exceed their HP medal targets
- Lead HP coaching to ensure NSOs prioritise coaching and HP coaches provide athletes with the coaching they need to win
- Work with NSO's to ensure HP Directors and HP Athlete Development leaders have the necessary capability to lead world leading high performance programmes
- Support HP coaches in development and review of campaign plans and individualized plans for prioritized athletes
- Lead the strategy to develop and implement innovation, research and technology solutions to improve athlete performance

## HIGH PERFORMANCE COACHING CONSULTANT

---

Reporting to the Manager, High Performance Coaching and Leadership Development, the High Performance Coaching Consultant will be a member of HPSNZ's HP Coaching Team which comprises, in addition to the team leader, five HP Coaching Consultants and the Manager of the Coach Accelerator programme. The HP Coaching Team is responsible for delivering HPSNZ's 2020 NZ HP Coaching Plan.

This role has a focus on building the skills and capacity of HP Coaches together with ensuring sports' coaching plans, systems and support structures are in place to deliver winning performances. The role will suit candidates experienced in influencing and facilitating behavioural change in people and organisations. These experiences may have been gained directly in high performance sport either as a Coach or High Performance Manager or alternatively through working in a leadership, coaching or mentoring capacity with high achievers in a non-sport environment. Regardless, candidates will need to demonstrate a clear understanding of the requirements of high performance coaches and best practice in high performance coaching.

This is an exciting time to be joining HPSNZ. You will be part of a world's best organisation and working alongside a highly professional, committed, passionate team with an absolute focus on ensuring New Zealand's athletes and teams win on the world stage.

---

## FUNCTIONS OF THE ROLE

---

Major responsibilities and accomplishments expected of the High Performance Coaching Consultant are:

- To work strategically with assigned National Sport Organisations (NSOs) to influence them to develop and implement HP Coaching Plans to attract, develop and retain world class coaches. To ensure that these plans are aligned with HPSNZ's 2020 NZ HP Coaching Plan and long term vision for HP Coaching.
- To increase the capability of assigned carded coaches to provide the coaching their athletes need by:
  - Enabling individual coaches to accurately define their performance and development priorities
  - Delivering or facilitating the delivery of solutions that address coaches' performance and development priorities
  - Enabling coaches to improve their leadership of athlete/team campaigns
- To work as part of the HP Coaching Team charged with implementing the 2020 NZ HP Coaching Plan and:
  - Lead on national coaching projects identified in the NZ plan, as assigned
  - Contribute to the continuous improvement of the HP Coaching Team resources and capability

---

## SELECTION CRITERIA

---

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the Manager, High Performance Coaching and Leadership Development role will require a range of personal and professional skills, including:

### ***Essential***

- Held a leadership role in a High Performance environment
- Experience creating and implementing a High Performance environment
- 5 years experience coaching, influencing and facilitating behavioural change in people designated as high performers in their organisation
- Knowledge of best practice in high performance coaching
- An understanding of the requirements of high performance coaches
- An understanding of the components of a high performance environment and culture

### ***Desirable***

- Led a HP sport programme or HP sport coaching programme
- 5 years coaching in a high performance sport environment
- A track record of enhancing coach performance in campaigns resulting in 'medals' in pinnacle events such as Olympic Games and World Championships
- Experience working with world class coaches
- An understanding of the high performance sport sector in New Zealand
- Knowledge of high performance sport programs and structures
- Knowledge of international high performance sport best practice
- An understanding of the characteristics of world class coaches

---

## CORE COMPETENCIES

---

### ***General High Performance Competencies***

- Driven By Achieving Results
  - Is competitive and has the will to win
  - Seeks and achieves challenging performance opportunities
  - Stays focused to achieve goals
- Self-Awareness
  - Continually seeks and takes on feedback from others
  - Understands the impact their behaviour has on others
  - Remains humble
- Adaptability
  - Tailors behaviour, approach, strategy and messages appropriately to varying situations

## ***Core Competencies – General High Performance Competencies (Continued...)***

---

- High-Speed Learning
  - Challenges their own ability
  - Has a fixation for new learning
  - Applies learning to achieve results quickly

### ***Role Specific Competencies***

- Strategy
  - Is able to plan strategically
  - Understands and recognises strategic opportunities
  - Creates change by leveraging strategic opportunities
- Selling the Vision
  - Is able to paint a clear picture of the future
  - Sells the vision in a succinct and compelling manner
  - Models the desired behaviour – ‘walks the talk’
- Understanding Performance
  - Gathers information and understands the components of winning performance
  - Is clear on how the strategies selected impact short or long term performance
  - Is clear on the components of world class coaching and coaches
- Organisational Savvy
  - Is sensitive to how people and organisations function
  - Gets things done through formal channels and the informal network
  - Anticipates where the land mines are and plans the approach accordingly
  - Can manoeuvre through complex political situations effectively and quietly
- Building & Maintaining Relationships
  - Able to build rapport quickly through approachability and putting others at ease
  - Displays empathy and understands others
  - Operates with integrity and maintains confidentiality when required
  - Able to create a safe, supportive environment that provides ongoing mutual respect and trust.
- Making Change Happen
  - Able to understand behaviour to ensure results are achieved in different situations
  - Applies various coaching, counselling and mentoring approaches.
  - Recognises which intervention (even if not their own) will provide greatest performance improvement
  - Implements or facilitates the intervention
  - Addresses change resistance
  - Ensures change improves performance
- Facilitates Learning
  - Able to integrate and accurately evaluate multiple sources of information and to make interpretations that help the coach to gain awareness and thereby achieve agreed upon results
  - Able to create opportunities for ongoing learning and for taking new actions that will most effectively lead to coaching results
  - Able to develop and maintain an effective coaching performance and development plan with the coach
- Communicates Effectively
  - Able to focus completely on what the coach is saying and not saying to understand the meaning in the context of the coaches desires
  - Able to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client
  - Able to communicate effectively during coaching sessions and to use language that has the greatest positive impact on the client
  - Able to provide constructive feedback and guidance to coaches and HP personnel
- Relentless Attention to Detail
  - Takes a diligent and precise approach to improving performance
  - Is attentive to detail

## LOCATION

---

The successful candidate will be required to be based in the HPSNZ main office in Auckland. The role will require some travel within New Zealand from time to time.

## HOURS OF WORK

---

This is a full time position. The nature of the position will require some extended hours and weekend work.

## REMUNERATION

---

An attractive, market competitive salary and a fully maintained motor vehicle will be available to the successful candidate, depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

## WEBSITE

---

High Performance Sport New Zealand has a comprehensive website which includes information and news items on all facets of its activities, services and programmes.

The website address is: [www.hpsnz.org.nz](http://www.hpsnz.org.nz)

## HOW TO APPLY

---

Applications should be forwarded to Sportspeople's International Recruitment Centre by Close of Business, **Friday 15 March, 2013**.

Preferred Format: Sportspeople prefers a 2-page letter of introduction and an accompanying CV of no more than 6 pages, merged as one MS Word file.

Candidates are also requested to complete and submit the **Sportspeople Application Form** at the time of applying. The Sportspeople Application Form is available as a download at the Sportspeople Jobs Market listing for this role.

This information should be sent electronically to [jobs@sportspeople.com.au](mailto:jobs@sportspeople.com.au) with the subject identifier of the email to be formatted as follows:

**130221-01 High Performance Coaching Consultant - High Performance Sport New Zealand**  
**<<Your Name>>**

## ENQUIRIES

---

The High Performance Coaching Consultant, High Performance Sport New Zealand recruitment assignment is being managed from the **Sportspeople International Recruitment Centre**.

In the first instance general enquiries should be directed to Paul Bruce:

FREECALL New Zealand 0800 634 388

FREECALL Australia 1800 634 388

+61 29555 5000

[jobs@sportspeople.com.au](mailto:jobs@sportspeople.com.au)