



Position Description

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| Position Title | Para Cycling Development Coach |
| Type | Fixed Term (2 year) Independent Contractor |
| Reports to | Para Cycling Programme Manager |
| Direct reports | N/A |
| Location | Home of Cycling, Cambridge. Domestic and international travel as required. |

ABOUT PARALYMPICS NEW ZEALAND (PNZ)

Paralympics New Zealand (PNZ) has championed Para sport in New Zealand since 1968. New Zealand's legacy of athletic performance at summer and winter Paralympic Games is not only world-beating, but more importantly, life-changing. PNZ is recognised by the International Paralympic Committee (IPC) as the representative body in New Zealand, responsible for developing, promoting and protecting the Paralympic Movement and supporting the international Paralympic Movement in recognising the value and power of Para sport. PNZ works together with members and partners to ensure equitable opportunities for Para athletes, providing strategic leadership through collaborative partnerships to strengthen and grow Para sport in New Zealand, and to lead teams to the Paralympic Games. PNZ believes we can collectively work together to contribute to a transformed New Zealand which is truly inclusive where Para athletes have the opportunity to participate at all levels of sport and are equally recognised for their successes.

PNZ Purpose: Transforming lives through Para sport in New Zealand.

PNZ Values: Leadership, Excellence and Advocacy.

POSITION PURPOSE

This role has two key purposes; to continue to build a sustainable pathway to our high performance programme leading the Para cycling development programme and to provide coaching support to the Para cycling high performance programme. This role will lead the Para cycling development pathway and have direct coaching engagement within both the Para cycling high performance and development programmes.

KEY RESPONSIBILITIES

1. Development Programme Leadership

- Guide strategic direction for Para cycling development programme to ensure performance delivery in LA 2028 Paralympic Games and beyond.
- Work collaboratively within the Para cycling programme to assist with developing and implementing the strategic direction for the Para cycling development pathway.
- Identification and implementation of long term athlete development strategies for identified Para cyclists.
- Build relationships with key stakeholders to identify future Para cyclists.

LEADERSHIP - EXCELLENCE - ADVOCACY

2. Coaching Delivery

- Delivery of coaching to selected development athletes.
- Delivery of coaching to selected high performance athletes
- Engagement and integration with Para cycling high performance programme to assist and support delivery of coaching and performance campaigns.

3. Health, Safety and Wellbeing

All PNZ team members have a responsibility to work towards maintaining a safe and healthy work environment for both work colleagues (employees and contractors) and visitors. This is achieved by:

- Practicing and encouraging safe work methods, using resources and equipment appropriately
- Taking all reasonable and appropriate steps to minimise and where possible eliminate the risk of harm or injury to others whilst observing PNZ health, safety and wellbeing policies and processes
- Reporting all workplace hazards and accidents to the appropriate person or authority
- Taking a pro-active approach to personalised wellbeing initiatives that are supported by PNZ

KEY RELATIONSHIPS

| Internal | External |
|---|---|
| <ul style="list-style-type: none">• Para Cycling Programme Manager• Para Cycling Performance Coach and Lead Sports Scientist• Para cyclists• PNZ Staff | <ul style="list-style-type: none">• Cycling New Zealand• High Performance Sport New Zealand APS Providers<ul style="list-style-type: none">○ Strength and Conditioning○ Performance Health○ Physiology○ Athlete Life• Home of Cycling• Regional Parafed Organisations• Potential development athletes• Any new HPSNZ regional development systems |

EXPERIENCE AND KNOWLEDGE

- Tertiary qualification in any of: sport science/sport performance/physiology/athlete preparation/long term athlete development/coaching or related discipline.
- Understanding of Classification and its role in Para cycling is preferable.
- A post graduate qualification is desirable but not required.
- Demonstrated experience in a coaching and/or sport management/leadership role.
- A coaching qualification is desirable but not required.

SKILLS AND ATTRIBUTES

- Technology literate – including Microsoft applications.
- Excellent communication, presentation and interpersonal skills.
- Good analysis and problem-solving skills.
- Proactive and ability to take initiative.
- Resilient and able to cope under pressure.
- An ability to work independently and collaboratively as part of a positive team.
- Knowledge of, and commitment to the Treaty of Waitangi – Te Tiriti o Waitangi

Due to the nature of the work at PNZ there may be times when you are requested to travel and/or work on weekends.

LEADERSHIP - EXCELLENCE - ADVOCACY