

Athletics New Zealand Teams Processes and Teams Appointments overview



EOI applications submitted here

AN INTRODUCTION TO THE HP WEBSITE

ATHLETICS NEW ZEALAND HP TEAMS CALENDAR

2011 Calendar | Expression Of Interest | EOI Received | IAAF Athlete Agreement << BACK | 2010 | 2012 >>

KEY: B - Black Singlet Event | S - Silver Singlet Event | W - White Singlet Event | O - Open Event / Non Selected

	INTERNATIONAL CHAMPIONSHIPS	DATE	POLICY-SELECTIONS	WEB	INFO	RESULTS
S	IAAF World Cross Country Championships, Punta Umbra-Spain	20 March	Policy Pre-Selections Disp Selection Dates: F-1 Feb			
S	IAU 24hr Championships, Brugg, Switzerland	25-26 June				
B	IAAF World Youth Championships, Lille-France	6-10 July	Policy WCTA Disp Selection Dates P-28 Mar F-20 June			
S	Universiade (World University Games), Shenzhen-China	12-23 August	Policy Selections Dates: 6 June Eligibility			
S	World Mountain Running Championships, Tirana, Albania	11 September				
W	Commonwealth Youth Championships, Isle of Man	7-13 September	Published Date: 1 Oct 2010			
S	IAAF World Race Walking Challenge, La Coruna, Spain - TBC	17 September				
B	IAAF World Outdoor Championships, Daegu-South Korea	27-4 September	Policy WCTA Disp Ext Selection Dates: P-28 Mar F-8 Aug			

	SELECTED COMPETITIONS	DATE	POLICY-SELECTIONS	WEB	INFO	RESULTS
W	TT21 Test match	TBA				
W	Oceania Area Championships	TBA				
W	Oceania Half Marathon/Marathon champs	TBA				
W	Oceania Cross Country Championships	TBA				

	NON-SELECTED COMPETITIONS	DATE	POLICY-SELECTIONS	WEB	INFO	RESULTS
O	Zatopek 10, Melbourne-Australia	9 December				
O	Australian 50km Walk Championships, Melbourne-Australian	12 December				
O	Australian World Cross Country Selection Trial-Canberra-Australia	20 January				
O	Athletics Australia Tour Meet, Brisbane-Australian	10 February				
O	Australian 20km Walk Championship, Hobart-Australia	19 February				
O	Athletics Australia Tour Meet, Hobart-Australia	20 February				
O	Athletics Australia Tour Meet, Melbourne-Australia	3 March				
O	Australian Junior Championships, Sydney-Australia	10-14 March				
O	Athletics Australia Tour Meet, Sydney-Australia	19 March				
O	Athletics Australia Tour Meet, Perth-Australia	1-2 April				
O	Australian Combined Events Championships, Adelaide-Australia	2-3 April				
O	Australian Open Championships, Melbourne-Australia	15-17 April				

NON SELECTED EVENTS
Individuals who are interested in managing or participating in non-selected events may contact teams@athletics.org.nz for more information. Competitions listed above are events that Athletics New Zealand will not select a team.

www.performance.athletics.org.nz/docs/teams/11_wxc/11_World XC Selection Policy F_010310.pdf

The HP teams calendar provides an overview of the competition/meets taking place internationally (including Australia/Oceania meets) in 2011 that HP will be involved with coordinating and/or overseeing. The teams calendar also provides athletes and coaches with information on the level of a competition e.g. white/silver/black singlet. For many non-selected competitions Athletics New Zealand may also coordinate entries on behalf of Athletics Australia.

www.performance.athletics.org.nz

AN INTRODUCTION TO THE HP WEBSITE

ATHLETICS NEW ZEALAND POLICY CALENDAR

High Performance : Athletics New Zealand

High Performance Website
Home of the BLACK SINGLETs

HP TEAM NZL **COMPETITIONS** PERFORMANCE SQUADS CARDING RESOURCES

Home > Competitions > Policy Calendar

search... QSEARCH

Policy Calendar www.performance.athletics.org.nz

Sorted by Date Submitted to Selectors

Event Dates	Policy	Policy Submitted to and Reviewed by Selectors	Policy Feedback by HPD/Selectors Due	Draft Policy Submitted to Board by	Policy Posted to Web by	Initial Selections Submitted to Board	Final Selections Submitted to Board	
IAAF World Cross Country Championships	27 Mar 10	Championship	11-Jun-09	-	-	11 Jun 09	3 Aug 09	1 Feb 10
IAAF 12th World Junior Championships	19-25 Jul 10	Championship	29-Oct-09	-	-	10 Dec 09	28 Mar 10	5 Jul 10
Commonwealth Games	3-14 Oct 10	Championship	30-Oct-09	-	-	30 Oct 09	30 Apr 10	23 Jul 10
World University Cross Country Championships	11 Apr 10	Championship	1-Nov-09	-	-	15 Nov 09	-	8 Mar 10
IAAF World Indoor Championships	12-14 Mar 10	Championship	13-Nov-09	-	-	1 Dec 09	-	1 Mar 10
Aus Cup state Match	30 Jan 10	Discretion	18-Dec-09	-	-	21 Dec 09	-	22 Jan 10
TT21	19-20 Feb 10	Discretion	18-Dec-09	-	-	21 Dec 09	-	12 Feb 10
TT21 Walk Test Match	13 Feb 10	Discretion	6-Jan-10	-	-	30 Jan 10	-	13 Feb 10
Youth Olympic/Oceania U18 Area Championships	11-14 Mar 10	Discretion	11-Jan-10	-	-	18 Jan 10	-	1 Mar 10
IAAF 23rd World Race Walking Cup	15-16 May 10	Discretion	15-Jan-10	-	-	25 Jan 10	15 Mar 10	3 May 10
IAU World 24 Hour Challenge	13-14 May 10	Discretion	20-Jan-10	-	-	3 Feb 10	-	1 Mar 10
IAAF World Cross Country Championships	20 Mar 11	Championship	20-Jan-10	-	-	8 Feb 10	8 Aug 10	1 Feb 11
IAAF World Outdoor Championships	27-4 Sep 11	Championship	20-Jan-10	-	-	8 Feb 10	28 Mar 11	8 Aug 11
IAU 100km World Cup	6 Nov 10	Discretion	1-Feb-10	-	-	13 Feb 10	-	1 Aug 10
IAAF World Half Marathon Championships	16 Oct 10	Discretion	5-Feb-10	-	-	5 Feb 10	-	14 Aug 10
IAU World Mountain Running Championships	5 Sep 10	Discretion	23-Feb-10	-	-	8 Mar 10	-	21 May 10
Oceania Half-Marathon/Marathon Championships	4 July 10	Discretion	8-Mar-10	17 Mar 10	19 Mar 10	22 Mar 10	31 Mar 10	1 Jun 10
IOC Youth Olympic Games	14-26 Aug 10	Championship	12-Mar-10	19 Mar 10	23 Mar 10	26 Mar 10	23 Apr 10	TBA
Oceania Cross Country Championships	28 Aug 10	Discretion	2-Apr-10	9 Apr 10	12 Apr 10	15 Apr 10	N/A	8 Aug 10
Oceania Area Championships	23-25 Sep 10	Discretion	27-Apr-10	20 May 10	23 May 10	25 May 10	N/A	7 Jul 10
IAAF World Youth Championships	6-10 Jun 11	Championship	30-Apr-10	24 May 10	31 May 10	4 Jun 10	-	-
World University Games	12-23 Aug 11	Championship	2-Jul-10	4 Aug 10	10 Aug 10	13 Aug 10	-	-
Commonwealth Youth Championships	7-13 Sep 11	Discretion	2-Aug-10	2 Sep 10	6 Sep 10	10 Sep 10	-	-
IAU World Mountain Running Championships	Sep 11	Discretion	17-Sep-10	15 Oct 10	19 Oct 10	22 Oct 10	-	-
IAAF World Half Marathon Championships	Oct 11	Discretion	30-Aug-10	30 Sep 10	4 Oct 10	8 Oct 10	-	-
IAU 100km World Cup	Nov 11	Discretion	4-Oct-10	3 Nov 10	8 Nov 10	13 Nov 10	-	-
Aus Cup state Match	Jan 11	Discretion	10-Dec-10	14 Dec 10	17 Dec 10	20 Dec 10	-	-

2010 CALENDAR DATES

2011 CALENDAR DATES

The policy calendar (found under the Competitions tab on the performance website) provides an overview of the expected timelines for a selection policy to be finalized and the date the policy is expected to be posted to the performance website

AN INTRODUCTION TO THE HP WEBSITE

ATHLETICS NEW ZEALAND HP TEAMS VACANCIES PAGE

-HOW TO APPLY FOR A TEAM POSITION VACANCY

performance.athletics.org.nz/index.php?option=com_content&view=article&id=518&Itemid=67

Member Federation Athletics New Zealand

IAAF

OCEANIA ATHLETICS

NZL

HP TEAM NZL COMPETITIONS PERFORMANCE SQUADS CARDING RESOURCES

Home > Team NZL > Vacancies

search... QSEARCH

Vacancies and Team Positions

Team Positions | Medical - Support Staff | Administrative

Managers and Coaching - Team Positions | Job Descriptions

Position	Event	Intake Deadline
Team Manager	World Cross Country Championships: Punta Umbria, 20 March 2011	1 Dec 2011

Team Management - Coach - Support Staff:

Selection Procedure

We take the appointment of managers, coaches and support staff for teams that represent Athletics New Zealand very seriously. These are some of the qualities we are looking for in team appointments:

- Applicants should be proficient in a range of technical events and knowledge. For example, we may require a coach experienced in Hammer, Shot Put, and Discus at a high level and who can cover other events at times to assist other team coaches. This is why we wait until the team is selected to appoint the coaches.
- Applicants familiar with high level competitions. The World Championships are elite competitions and require support staff who are accustomed to the requirements of these meetings.
- Applicants who have experience coaching a squad of athletes with a variety of needs, a centre team or experience on development trips to events like the Oceania Champs to observe how they operate with other coaches and athletes in a team environment.
- Applicants who will work as part of the team. In the past we have found some coaches who have athletes in the team, subconsciously treat their athlete differently.
- Management and Coaches, who at times can be firm with athletes whose behavior is sometimes inappropriate.
- We need a balance of male and female management staff in order to suit the team requirements.

TEAM VACANCY RESOURCES

- Team Application
- Team Manager
- Operations Manager
- Team Coach
- Team Support

Application form

Overview of roles

Position vacancies advertised

TEAM POSITION PATHWAY MODEL

➤ Our sport is moving through a transition

➤ The team position pathway model shows a more professional approach to team position appointments at pinnacle and elite events

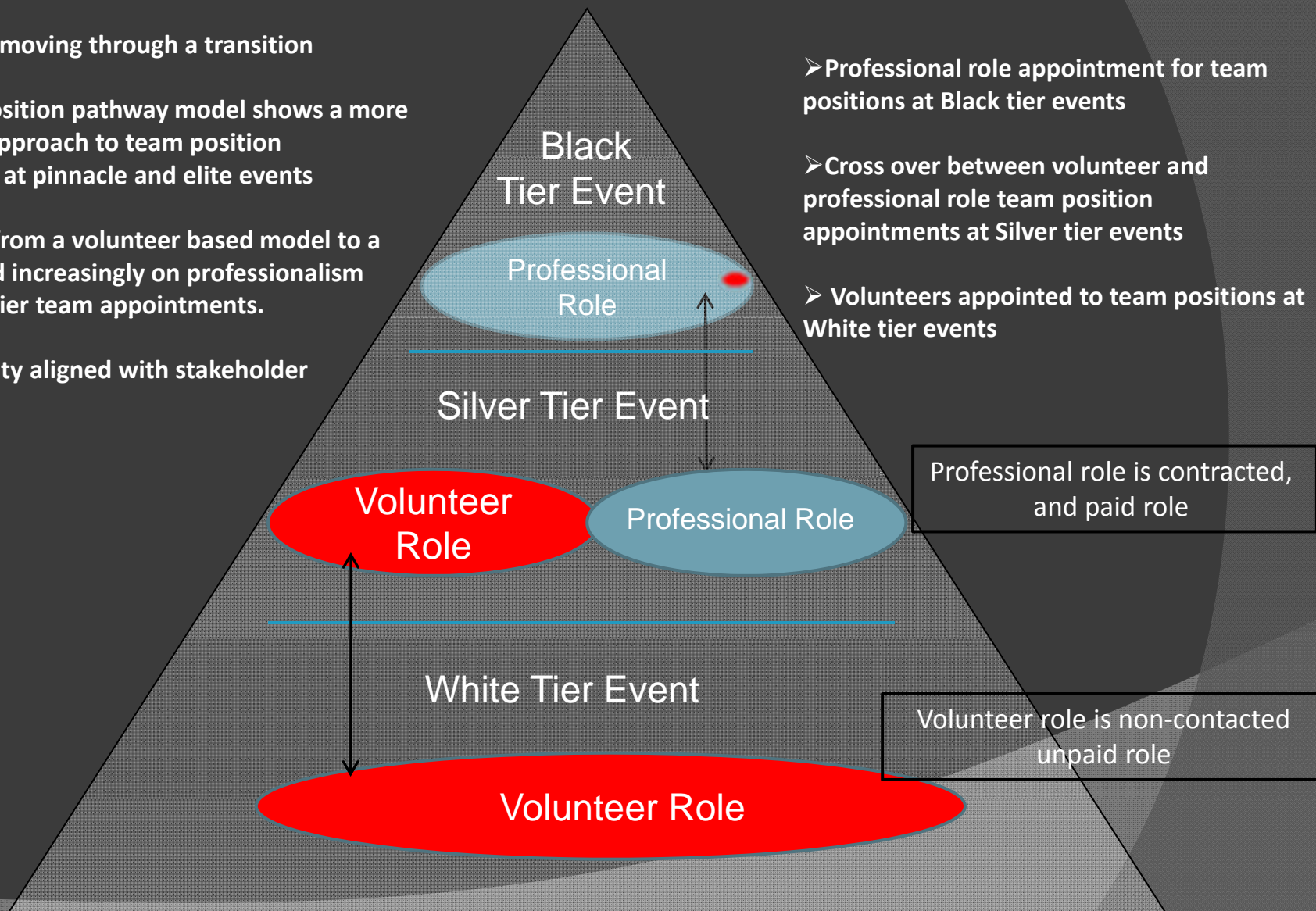
➤ Movement from a volunteer based model to a model focused increasingly on professionalism amongst top-tier team appointments.

➤ Accountability aligned with stakeholder expectations

➤ Professional role appointment for team positions at Black tier events

➤ Cross over between volunteer and professional role team position appointments at Silver tier events

➤ Volunteers appointed to team positions at White tier events



Professional role is contracted, and paid role

Volunteer role is non-contacted unpaid role

TEAM POSITION PATHWAY

- TEAM COACH, TEAM MANAGER, TEAM MEDICAL AND OTHER TEAM STAFF

TEAM MANAGEMENT AND COACHING STRUCTURE FOR HIGH PERFORMANCE TEAM TOURS		
BLACK TIER TEAMS	Team structure	Position
Olympic Games	Team Leader	HPD
Commonwealth Games	* Operations manager	ANZ Administration
World Championships	Head Coaches	HPC (Rio 2016)
Asian Championships	Coaching staff	PCC/ PC
World Junior Championships	Team leader	HPC (Rio 2016)
	Operations manager	1st - ANZ administration; 2nd Volunteer
	Coaching Staff	1st - PC/CC; 2nd- Volunteer
World Youth Championships	Team leader	HPC (Rio 2016)
	*Operations manager	1st - ANZ administration; 2nd Volunteer
	Coaching Staff	1st - PC/CC; 2nd- Volunteer
} 2 term appointment		
SILVER TIER TEAMS	Team structure	Position
World University Games	Team Manager	1st - HPD or HPC (Rio 2016); 2nd Volunteer
	Head coach - as required	Staff Coach
	Coach (es)	Volunteer
Youth Olympic Games	Team manager	1st - Volunteer
	Head coach - as required	Staff Coach
	Coach (es)	Volunteer
Single Event Championships <i>WMRC/WXC/WHMC/24hr/100km/WRWC</i>	Team Manager	Volunteer
	Coach (es)- as required <i>(in the case no TC are required...combined TM and TC role)</i>	Volunteer
WHITE TIER TEAMS	Team structure	Position
Commonwealth Youth Games	Team leader/manager	Volunteer
Oceania Area championships	Head Coach	1st - NEC; 2nd Volunteer (experienced)
	* Coaching Staff	Volunteer/s
TT21	Team leader	Volunteer
	Head Coach	NEC (experienced)
	Coaching staff	Volunteer
Single Event Competitions <i>OXC/OHMC/AusCup</i>	Team Manager	Volunteer
	Coach (es) - as required	Volunteer

Where applicable we look to make 2 term appointments to teams official roles

TEAM POSITION PATHWAY

- TEAM COACHES DEFINITION OF TERMS



Performance Contract Coach:

- Contracted by Athletics New Zealand for their services as coaches of elite athletes.
- Includes performance plus coaches

Performance Coach:

- Coaches employed by Athletics New Zealand to coach. May be part-term or full term contract position.

➤ Currently working in the NSO's High performance program

➤ Will impact world class athlete performances

Contract Coach:

- Sub-set of performance coaches
- Employed for short-term specific role to coach with-in performance program.
- Contracted for their service by Athletics New Zealand.

RIO2016 Performance Project Coaches

National Event Coaches

Shot Put/Discus
4 x 400m relay/400m
Middle Distance
High Jump

Event Coaches

4x100m Relay
400m hurdles/300m hurdles
Horizontal Jumps
Combined Events
Hammer

RIO2016 Performance Project Coaches are subject to change 31st March 2011

TEAM POSITION PATHWAY



WHITE TIER MEETS

- Oceania Cross Country Championships
- Oceania Half marathon/marathon Championships
- Oceania Area Championships

- TT21
- Commonwealth Youth Championships

- Entry level team management candidates wishing to pursue future Team management roles with White/Silver tier teams
- Knowledge of and involvement in Athletics at either club/regional/national/international level, this may include former NZ representative status.
- Familiar with the age group of the team members.
- Previous experience in the role of team manager with teams at club/regional/national level is highly desirable. E.g. manager of school teams to NZSSAA championships
- Previous experience with level of competition and level of athlete that is likely to be at competition
- Some experience with managing budgets is desirable
- Ability to work well with other team staff - team coaches, support staff and/or personal coaches
- Travel experience/knowledge
- Preferable if not a personal coach /parent of team members, but this will be evaluated on a case by case basis



TEAM POSITION PATHWAY



SILVER SINGLET MEETS

IOC Youth Olympic games
World University Games
World Race Walking Championships
World Half Marathon Championships

World Cross Country Championships
100km/24hour World Championships
World Mountain running Championships

Experience in a team management role with White tier meets is highly desirable:

- Familiar with the age group and/or discipline of the team members e.g. mountain running
- Meet the Team management job description criteria
- Team coaches for silver singlet events will be selected by the TMSC based on their fit with the team. EOI are welcome but candidates will not necessarily be selected from applicants who have applied.
- Other languages desirable, particularly language of competition country
- Knowledge of budgets and finance
- Familiar with host country of championships is beneficial
- Travel experience/knowledge
- Ability to work cooperatively with other team staff – team coaches, support staff and/or personal coaches
- Preferable if not a personal coach /parent of team members, but this will be evaluated on a case by case basis
- Familiar with team members and competitive level of athletes in the team



TEAM POSITION PATHWAY

BLACK SINGLET MEETS

Olympics
Commonwealth games
World Championships
World Junior Championships
World Youth Championships
World Outdoor Track and Field Championships
World Indoor Track and Field Championships

➤ In the first instance the team management role will be filled by the HPC or HPD.

➤ Where no suitable Athletics New Zealand staff representative is available to fill the Team management role, the position will be advertised and made available to all potential team management candidates.

➤ Team coaches for pinnacle events will in the first instance be CC, PC, PCC or national event coaches.

➤ In the event no CC, PC, PCC or national event coach is available to fill the position, the position will be re-evaluated and may be open to other potential team coach candidates.



TEAM POSITION PATHWAY:

- Team Leader Role

Below is a brief overview of the roles associated with our Team appointments

TEAM LEADER

The Team Leader will have the overall responsibility for the welfare of the team. Working in coordination with the Operations Manager and Head Coach, the Team Leader is responsible for establishing an acceptable team environment to facilitate successful outcomes by team members. The team leader is also responsible for coordinating the work of the team manager, team coaches, medical staff and other team officials.

In addition to the duties for which the Team Leader is solely responsible for, there are many elements of team management and administrations that they also must attend to.

OPERATIONS MANAGER:

Operations manager refers to the coordination of various operational and administration duties that are required in order for any team to participate successfully. The administrative functions cover a wide variety of areas including travel logistics, pre-planning, communications, and uniform issue and so on.

Travel logistics
Event pre-planning
Communications
Uniforms

How well these various functions are managed can have a significant impact on the success of the team.

TEAM POSITION PATHWAY:

- Team Coaches, Support staff

TEAM COACHES

Team Coaches provide key support to athletes in the preparation for a major championship or event and will often be required to advise athletes on technical matters in the absence of a personal coach. Event Coaches will need to liaise with the Team Manager and HP Teams Coordinator to coordinate the following:

➤ Training assistance:

- Knowledge of specific coaching, technical and tactical matters relative to the events for which they are responsible
- Providing specific coaching, technical and tactical services for athletes in preparation for the competitions
- Assistance with training programs of athletes and any specific coaching requirements by liaising with athlete/coaches when on tour.

➤ Pre-event planning:

- Coordinate with the team leader on appropriate team pre-event planning and competition strategies.

➤ Preparation assistance:

- Take an overview of an athlete's preparation and ensure coach/athlete planning is carried out to maximize performance.

MEDICAL-SUPPORT STAFF

The Medical personnel typically include Team Doctor and/or Physiotherapist/s and/or Massage therapist. Collectively, the medical staff are responsible for ensuring that athlete health and physical preparations are optimal for competition. The medical team are integral within the team framework and the spirit of cooperation is equally important to ensure Team success. Medical-Support Staff will need to liaise with appointed Team Manager to coordinate the following:

➤ Medical requirements:

- Appropriate equipment and medical requirements for the team athletes and coaches.

➤ Performance enhancements:

- Coordinate a professional program to assist athlete needs to enhance performance.

➤ Meet athlete needs:

- Meet athletes and coaches needs on tour within an agreed working timetable.

TEAM OFFICIALS PATHWAY

- Attributes

We very seriously take the appointment of managers, coaches and support staff for teams that represent Athletics New Zealand. These are some of the qualities we are looking for in team appointments:

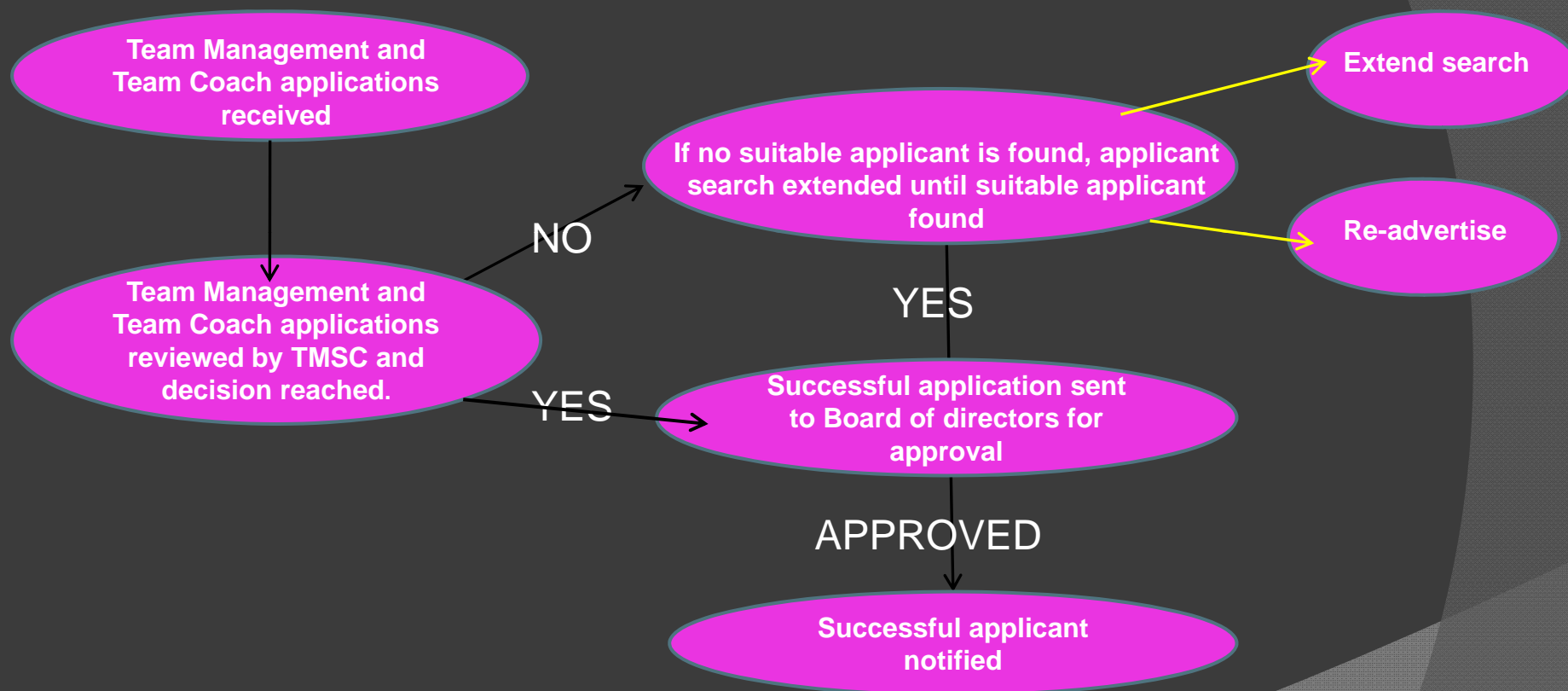
- Coaches: Proficient in a range of technical events and knowledge.
- Familiar with level of competition: Team official must be familiar with the level of the competitions and athletes to attend a competition. E.g. The World Championships are elite competitions and require support staff who are accustomed to the requirements of these meetings.
- Experience coaching a squad of athletes with a variety of needs
- Applicants must be able to work as part of a team.
- We need a balance of male and female management staff in order to suit the team requirements.
- Naturally, Athletics New Zealand prefers to appoint applicants who wish to be associated with Athletics New Zealand. For example; members of the coaches association who wish to improve their coaching skills using the Athletics New Zealand Coach Education scheme.
- Not every applicant will meet the aforementioned criteria, but this is what we are aiming for. If the overall applicants for a team position do not meet our needs, we will extend our search and invite others to apply.



TEAM OFFICIALS SELECTION PROCESS

TEAM MANAGEMENT SELECTION COMMITTEE

The selection panel includes staff members with experience managing teams, coach development, high performance and Teams administration. The group also confers with the CEO if necessary. The appointments are then approved by the Athletics New Zealand Board of Directors.



QUESTIONS



Any further questions may be directed to:

Nadine Fromont - National Teams Coordinator

Email: nadine@athletics.org.nz or ph(DDI): (04) 480 50616; (Cell) 021 19 33388