



Job Title: CRNZ Pathway Performance Coach

About CRNZ

Canoe Racing New Zealand (CRNZ) is the national sports organization responsible for flatwater and ocean kayaking in New Zealand. Our strategic objectives include:

- **Participation:** Building a diverse paddling community.
- **Performance:** Supporting NZ kayakers to achieve success at the Olympic, Paralympic and World Championship levels.
- **Engagement:** Strengthening connections within the sport.

Our performance program is guided by the philosophy of "**pursuing excellence together**", with values centred on **courage, accountability, humility, and mana**.

Role Overview

The **CRNZ Pathway Performance Coach** will play a crucial role in underpinning the high-performance (HP) space while ensuring that developing athletes maintain strong relationships with their club environments and club coaches. The coach will contribute to both development and high-performance athletes, ensuring alignment with CRNZ's performance strategy.

Key Responsibilities

Coaching & Athlete Development

- Deliver world-class technical guidance and training execution under the direction of the CRNZ Head Coach.
 - Provide individual technical guidance both on and off the water to enhance athlete progression.
 - Support and develop athletes seeking selection and/or reselection to the World Championships / Olympic and Paralympic teams.
 - Support the development, maintenance and execution of Individual Development/Performance Plans.
 - Identify and enable key athlete performance development and non-World Championship racing opportunities.
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- Assist in preparing athletes for targeted competitions and milestone events.
- Facilitate relationships between athletes, their club environments, and club coaches to ensure holistic development.

Training Environment & Team Culture

- Help create a performance-driven daily training environment.
- Maintain a positive and collaborative team culture in line with CRNZ's vision and coaching principles.
- Attend athlete and staff meetings to ensure alignment on performance goals and program expectations.
- Build strong working relationships with the CRNZ coaching team and stakeholders.

Technical Excellence & Data Management

- Utilise the CRNZ technical framework to provide targeted interventions at optimal times.
- Collect, analyse, and manage training and performance data to inform coaching decisions.
- Use performance management software to track and enhance athlete progress.

Equipment & Logistics

- Assist in managing boats, coaching equipment, and training resources.
- Maintain CRNZ boats housed at performance hubs and ensure proper use of coaching boats and related equipment.
- Support the logistical needs of training sessions and camps.

Communication & Learning

- Work closely with CRNZ's Head Coach, National Development Coach, GM of Performance and club coaches to maintain clear and effective communication between the athletes and support team.
- Develop an exceptional relationship with the Head Coach and the rest of the coaching team.
- Contribute to the professional development of club coaches by sharing knowledge and best practices.
- Pursue continuous learning in coaching excellence through professional development initiatives.

Preferred Competencies & Attributes

- Proven experience coaching at a domestic or international level in canoe sprint or a related discipline.
- Strong ability to foster high-performance attitudes and behaviours in athletes.
- Experience working within a team-oriented coaching environment.
- Excellent communication skills with the ability to engage with athletes, staff, and external stakeholders.
- Proficiency in using data analysis tools and performance management software.
- Ability to paddle alongside athletes during training sessions.
- Willingness to travel for training camps and competitions as required.
- Familiarity with surf lifesaving and/or waka ama communities is advantageous.

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Additional Details

- **Contract Type:** Part-time, contract-based role.
- **Location:** Auckland based, with a requirement to attend key training camps and events.
- **Reporting To:** CRNZ GM of Performance.
- **Performance Review:** Conducted biannually based on key performance indicators (KPI's) and coaching contributions.

This role presents an exciting opportunity for a coach who is passionate about developing athletes, strengthening club partnerships, and contributing to a high-performance environment. If you are aligned with CRNZ's vision and values, we encourage you to apply.

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