



CRNZ Performance Coach (PC) – Job Description

Location: Auckland, New Zealand

Reports to: Head Coach – Performance

Organisation: Canoe Racing New Zealand (CRNZ)

About CRNZ

Canoe Racing New Zealand is the national sports organisation responsible for sprint, marathon and ocean kayaking. Our performance kaupapa is 'Pursuing Our Excellence Together', underpinned by the values of courage, accountability, humility, and mana. We aim to build a world-leading sprint kayaking program that consistently delivers Olympic and World Championship success.

Role Purpose

The CRNZ Performance Coach (PC) is a key contributor to CRNZ's high performance strategy. This role delivers daily training excellence, supports athlete development, and contributes to a high-performing, learning-focused coaching team. The PC will work with both development and elite athletes, ensuring alignment with CRNZ's Picture of Performance (PoP), technical frameworks, and long-term performance goals. This is a full-time role.

Key Responsibilities

1. Daily Training Environment (DTE) Excellence

- Deliver technically accurate, high-quality training sessions.
- Paddle alongside athletes in morning and selected afternoon sessions.
- Provide clear briefings and debriefings to athletes.
- Ensure session execution aligns with training design and performance goals.
- Apply timely technical and tactical interventions.

2. Athlete Development & Individual Planning

- Support the creation and monitoring of Individual Performance Plans (IPPs).
- Support athletes in achieving performance benchmarks and long-term goals.
- Prepare athletes for domestic and international competitions.
- Foster athlete accountability, resilience, and self-awareness.

3. Technical Leadership

- Apply CRNZ's technical model and common language of technique.

- Collaborate with HPSNZ and other support staff to drive technical improvements.
- Mentor club and development coaches to build technical capability across the system.

4. Performance Data & Analysis

- Collect, manage, and analyse training and competition data.
- Use performance insights to inform coaching decisions and athlete feedback.
- Integrate data into Athlete IPPs and team planning processes.

5. Equipment & Resource Management

- Oversee CRNZ boats and coaching equipment at CRNZ Performance Hubs.
- Ensure safe, effective, and efficient use of all training resources.

6. High Performance Culture & Environment

- Contribute to a culture of excellence, learning, and athlete wellbeing.
- Model CRNZ's values and coaching principles in all interactions.
- Support the development of a psychologically safe and inclusive environment.

7. Collaboration & Stakeholder Engagement

- Work closely with the Head Coach, GM Performance, and CRNZ Performance coaching team.
- Engage with club coaches, athletes' personal coaches, and HPSNZ staff.
- Represent CRNZ in relevant forums, camps, and competitions.

8. Coach Development & Mentorship

- Contribute to the development of CRNZ's coaching system.
- Share knowledge and mentor emerging coaches within the performance pathway.
- Participate in professional development and reflective practice.

Preferred Competencies & Attributes

- Proven experience coaching at domestic or international level.
- Deep technical knowledge and ability to coach on-water.
- Strong interpersonal and communication skills.
- Experience building high performance culture and behaviours.
- Ability to work collaboratively in a team coaching environment.
- Decision-making under pressure and adaptability.
- IT literacy including data management and analysis tools.
- Willingness to travel (8–12 weeks per year) for camps and competitions.
- Connections to surf lifesaving and/or waka ama communities are a plus.

Qualifications

Degree in sport science, coaching, or a related field (or equivalent experience). Candidates in CRNZ's Performance Pathway Coach Development network are encouraged to apply.

Performance Review

Performance will be reviewed biannually based on: achievement of agreed KPIs and outcomes, fulfilment of job responsibilities, and demonstration of CRNZ values and coaching competencies.

Application Process

Applications with salary expectations should be sent in confidence by Friday 10 October, 2025, to nathan@crnz.org. Only those selected for an interview will be contacted. CRNZ promotes employment equity. This position is supported by High Performance Sport New Zealand (HPSNZ).