



<b>TITLE OF POSITION</b>	Pathway Manager
<b>ASSOCIATIONS</b>	Otago Hockey Association
<b>NATIONAL BODY</b>	Hockey New Zealand
<b>KEY RELATIONSHIPS</b>	<ul style="list-style-type: none"> <li>• Otago Hockey Association Staff &amp; Board</li> <li>• Otago Hockey Association Players, Coaches &amp; Umpires</li> <li>• Otago Clubs &amp; Schools</li> <li>• Hockey New Zealand &amp; Other Associations, particularly those within Southern</li> <li>• Volunteers</li> </ul>
<b>REPORTS TO</b>	Otago Hockey Association – General Manager

<b>PURPOSE OF THE ROLE</b>	
<ul style="list-style-type: none"> <li>• Facilitate and manage high quality hockey experiences to ensure continued development of hockey capabilities amongst pathway athletes, coaches and umpires</li> <li>• Identify and fast track players, coaches and umpires with high achievement capabilities</li> <li>• Grow number of OHA selected athletes, coaches and umpires within OHA pathway programs</li> <li>• Support OHA teams administratively to attend various tournaments and events</li> <li>• Oversee OHA Development program to ensure sustainable base of participants entering program</li> <li>• Put in place a program that offers a wide cross section of the OHA community development opportunities</li> </ul>	
<b>KEY RESPONSIBILITIES</b>	
<ul style="list-style-type: none"> <li>• Devise and implement a calendar of events to meet the objectives of the program and align with broader OHA and HNZ program.</li> <li>• Implement a communication strategy which ensures schools, players, coaches, team managers and parents/guardians are equipped with required information to be involved with the program but minimise personal administration time.</li> <li>• Devise and implement a selection policy and procedure for players, coaches and umpires.</li> <li>• Develop and implement a method of providing feedback to identified players and coaches to ensure transparency and player/coach development.</li> <li>• Develop and implement individual coach development programs for all age group and identified coaches.</li> <li>• Develop standard session plans for coaches to utilise.</li> </ul>	

- Work with HNZ high performance programme to ensure program continuity
- Facilitate opportunities that give players and coaches an opportunity to develop and to where appropriate provide income opportunity to OHA
- Appoint and manage all coach appointments for teams, clinics, programmes etc
- Be innovative in design of opportunities presented within performance improvement programme
- Oversee the development programme to ensure connection between growth in participation numbers and performance improvement programme.
- Work with OHA competitions manager to ensure use of best practice in setting age and stage appropriate formats for all OHA competitions

#### **TECHNICAL AND PERSONAL COMPETENCIES**

- Understands and is passionate about the sport of Hockey
- Strong work ethic and highly organised
- Significant experience in developing coaches and athletes within a performance programme.
- Ability to work with youth in sport
- Proven experience in planning and facilitating programmes. Innovative and insightful
- Proven understanding of relationship building
- Presentation skills and ability to effectively sell initiatives
- Proven administration skills
- Proven ability preparing and implementing plans with an outcome based focus
- People leader

#### **REPORTS**

One direct report (OHA Development Officer)

Also responsible for contract and volunteer coaches.

#### **HOURS OF EMPLOYMENT**

Full-time of 40 hours per week (approx.), with a requirement to work some evenings and weekends to perform the expected elements of the position

#### **REPORTING**

Reports to the Association on a day-to-day basis with regard to operational matters, and monthly to the Boards of the Association, and as required to Hockey New Zealand. Otago Hockey will provide opportunities for professional development where possible.

#### **SALARY**

To be negotiated based on skills and experience. To include performance incentive based on programme income and other KPI's