



POSITION ADVERT AND POSITION DESCRIPTION

POSITION CONTEXT:

Swimming New Zealand (SNZ) is the governing body of swimming in NZ, responsible for the development, growth and leadership of the sport from grassroots to high performance. Our Vision is *Swimming for all; swimming for life*.

To help achieve our vision, we seek to employ an internationally experienced and successful Head Coach-Paralympic part-time to lead and improve our successful Paralympic Swimming Programme.

Reporting to the Strategic Lead-High Performance (SLHP), the Head Coach-Paralympic (HCP) is responsible for driving performance by providing technical leadership for Swimming NZ's high performance Paralympic programme, which enables New Zealand Paralympic swimmers to win on the world stage.

The position will require regular domestic and international travel. The successful candidate must demonstrate an extensive history of successful high-performance Paralympic coaching and leadership experience on the world stage and be legally entitled to work in New Zealand.

POSITION TITLE:	Head Coach-Paralympic
LOCATION:	AUT Millennium office & Pool deck nationwide.
POSITION TYPE:	Part-time- 20 hours per week
TERM:	Fixed term to align with the LA 2028 Paralympiad
REPORTS TO:	Strategic Lead – High Performance
DIRECT REPORTS:	Nil.
KEY EXTERNAL RELATIONSHIPS:	Swimming NZ Regions and Clubs High Performance Coaches High Performance Sport NZ International Paralympic Committee World Para Swimming New Zealand Olympic Committee

PURPOSE OF POSITION:

. The purpose of this position is to:

- Produce international success as demonstrated by podium performances at Paralympic Games, World Championships, Commonwealth Games and other pinnacle events.
- Provide technical leadership to the Swimming NZ Paralympic programme, including developing and implementing strategies to enhance the performance of elite swimmers and develop high performance coaches.
- Provide coaching development and mentoring to identified Swimming NZ Paralympic coaches.
- Oversee identified Paralympic programmes to ensure they are demonstrating the necessary high performance attitudes to result in podium finishes.

KEY RESPONSIBILITIES:

Reporting to the Strategic Lead – High Performance, the role is responsible for:

Technical Leadership and Coach Development:

- Implement the technical strategy for the Paralympic swimming programme.
- Monitor the progress of athletes and high performance coaches using performance metrics and provide regular feedback
- Provide technical guidance and mentorship to high performance coaches, including athlete programme development and on-site observation
- Ensure that each identified high performance coach has an individual development plan and is undertaking professional development opportunities
- Lead a culture of collaboration and provide opportunities for sharing knowledge between high performance coaches

Lead Athlete and Coach Development:

- Lead the development and implementation of a robust Paralympic athlete and coach development pathways in consultation with coaches, HP staff and key stakeholders
- Work closely with high performance coaches to ensure that each athlete in the HP programme has a Picture of Performance analysis and development plan
- Ensure that high performance coaches lead the development of world class athlete campaign plans for each HP swimmer preparing for Major Games and other pinnacle events
- Work with the Strategic Lead – High Performance to ensure a world class athlete performance support network and robust support plans for each HP swimmer

Lead Preparation for International Teams:

- Lead development of the Paralympic HP Calendar, including competitions, camps and other activities supporting high performance
- Work closely with the Swimming NZ selection panel and relevant coaches to establish the selection criteria for senior and junior international teams
- Lead the development and implementation of campaign plans for international teams, including pre-camps
- Lead the selection of team management and coaches for international teams
- Ensure all aspects of team management are undertaken to create an environment that supports athlete performance and the wellbeing of athletes and team staff

Support the Implementation of the SNZ High Performance Strategy:

- Support the implementation of the high performance strategy, including the achievement of milestones.

- Adapt the high performance strategy to meet the evolving requirements of a world class swimming high performance programme in consultation with coaches, athletes and key stakeholders

Support and Demonstrate a Positive HP Culture and Environment:

- Support and demonstrate a high performance culture that enables performance and wellbeing for athletes, coaches and staff
- Ensure that daily training environments support athlete development and wellbeing
- Promote a safe and inclusive environment with the highest ethical standards
- Provide a voice for athletes in decision-making in the high performance programme
- Encourage a culture of continuous improvement and learning

Applications should be emailed to the Swimming NZ CEO at steve@swimming.org.nz and include a current CV and a maximum one-page cover letter outlining why you would be the best candidate for this role.

Enquiries about the role should be directed to Swimming NZ's Strategic Lead-High Performance, Graeme Maw, at graeme@swimming.org.nz

Applications close at 4pm, Monday 10 February.