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| <b>Job Title</b>                                | New Zealand Men's U20 National Team Coach   |
| <b>Location</b>                                 | Remote with travel to training and competitions in New Zealand and overseas   |
| <b>Contract</b>                                 | Voluntary with fixed per diem when on international competition duty  |
| <b>Required Availability (2025/2026 Season)</b> | <p style="text-align: center;"><b><u>New Zealand Men's U20</u></b></p> <ul style="list-style-type: none"> <li>• 12<sup>th</sup> – 14<sup>th</sup> September – High Performance Programme Summit Auckland</li> <li>• 24<sup>th</sup> – 27<sup>th</sup> October – Youth Development Camp Auckland</li> <li>• Assisting with weekly delivery of the High Performance Programme within your respective region October 2025 – April 2026</li> <li>• IIHF U20 Men's World Championship –two weeks in January 2026, exact dates TBC</li> </ul> |
| <b>Responsible to:</b>                          | International Portfolio Holder and the High Performance Programme Director  |
| <b>Qualification Requirements</b>               | Ice Hockey New Zealand Level 2 Coaching License   |

### Purpose

The New Zealand U20 Men's Head Coach is responsible for delivering high-quality coaching to identified athletes in the New Zealand U20 age category, ensuring they acquire the technical, physical, and mental skills necessary to progress through the levels of the New Zealand programme.

The New Zealand U20 programme intends to prepare athletes for competing at World Championships now and in the future. The programme should focus on both a successful world championship campaign as a team, and on helping each individual athlete to realise their full potential in the future.

This role also involves working collaboratively with other New Zealand coaches, the High-Performance Programme Director, International Portfolio Holder, and the Director of Coaching to enhance the New Zealand High Performance Programme.

### Key Tasks and Responsibilities

Supporting Athletes through

- Managing the New Zealand U20 programme preparation and the delivery of high-quality coaching at camps and competitions
- Developing and reviewing each athlete's individual development plan (IAP) in partnership with the athlete and their regional coach
- Providing feedback on the performances of individual athletes in conjunction with other New

#### Zealand Coaches

- Helping athletes and coaches understand and implement the agreed New Zealand style of play

#### Supporting Elite Athlete Environments through

- Promoting a high-performance culture that underpins success and exceptional player development
- Enhancing player welfare and well-being activities focusing on developing the whole athlete not just the on-ice player
- Collaborating positively with all team off-ice staff (coaches, manager, medical staff, equipment staff) to create an environment in which athletes and staff can excel
- Actively searching for opportunities to improve as a coach and having a continual learning mindset

#### Supporting Ice Hockey New Zealand programmes through

- Contributing to New Zealand Squad selections as per the Ice Hockey New Zealand selection policy
- Projecting a positive image of ice hockey and Ice Hockey New Zealand to stakeholders, partners, and the media, and wearing Ice Hockey New Zealand clothing at appropriate times.
- Providing feedback to the High-Performance Programme Director, Director of Coaching, International Portfolio Holder, and other New Zealand coaches on development and performance targets for annual programme and athlete reviews
- Engaging in continuous professional development and maintaining an up-to-date coaching license
- Completing required training courses such as Safe Sport and Anti-Doping through Sport Integrity New Zealand
- Supporting the development of coaches across the Ice Hockey New Zealand system
- Adhering to and promoting all Ice Hockey New Zealand policies, particularly those on safeguarding, social media, and anti-doping

The New Zealand U20 Men's Head Coach should be able to demonstrate the following desirable skills, knowledge and experience

- Understand athlete development theory and practical implementation in a performance environment
- Have the drive to lay the foundations for young athletes to achieve international levels of performance and the ability to motivate young athletes to achieve progressively higher standards of performance
- Have been actively coaching for the last three years in an Ice Hockey New Zealand or IIHF affiliated club
- Experience working in successful performance programmes at Club level
- Have sound organisational qualities, the ability to plan effectively and implement coaching practices and procedures, ability to manage their own time in an effective way and the ability to interact well at all levels with athletes, coaches, support staff.

This role is subject to the person providing the following:

- Ice Hockey New Zealand Level 2 Coaching License (or on in the process of Level 2 certification with completion this season)

**Other Requirements**

- Full NZ driving license
- Agreement to police vetting by Ice Hockey New Zealand

**How to apply**

To apply, please provide your CV, a short cover letter (no more than a page) highlighting your coaching experience and why you would be successful in the role. Email your application to [international@icehockeynz.co.nz](mailto:international@icehockeynz.co.nz)

The closing date for applications is Monday the 9<sup>th</sup> June 2025.

**Selection Process**

Online interviews will take place in June 2025 with the final appointment decided by the Ice Hockey New Zealand Selection Committee.

