

POSITION DESCRIPTION: 2DEGREES TALL FERNS INTERIM HEAD COACH

Job Title:	2degrees Tall Ferns Interim Head Coach
Business Unit:	High Performance
Reporting to:	GM of High Performance Technical Director – Women's BBNZ Programme Manager – Women's
Direct Reports:	Tall Ferns Assistant Coaches
Location:	N/A

Purpose of the Role

The 2degrees Tall Ferns Interim Head Coach is charged with designing and implementing a training and performance programme for the 2024 campaigns to qualify through the 2024 Pre-World Cup Qualification Tournament. They will lead and work alongside the assistant coaches, while contributing to a high-performance environment that inspires, is growth-centred and sustainable.

Term of appointment

The term of appointment is from 1st May - 1st October 2024.

Duties and Responsibilities

The Interim Head Coach will be responsible to the four pillars of the HP team of BBNZ:

Align

- The preparation, development and implementation of a program for the team in line with BBNZ preferred style of play.
- Teach, exemplify, and guide the team in embracing the values upheld by BBNZ, making them an integral part of the team's identity and strategically integrating these values throughout the player development pathway.
- Selection of the athletes for the programme in line with BBNZ's selection policy and FIBA player eligibility guidelines.
- Develop and prepare competition and training schedules for the program through effective prioritisation around athlete development and performance environments.
- Liaise, where appropriate, with the team GMs, college and team coaches and other officials of the teams of the athletes selected for the programme.

Protect

- Foster a positive team environment that is both enjoyable and emphasising high-performance standards and behaviours to support excellence and growth.
- Collaborate with the HP Programme Manager – Women's to ensure Individual Performance Plans (IPPs) are updated, effectively implemented, and reviewed as required.

- Ensure that team management and player welfare, health and safety are given priority and always respected.

Grow

- Establish and maintain a learning environment tailored to the development pathway and needs of the players, facilitating their growth and success in basketball.
- Establishment and management of the objectives of the programme in consultation with the BBNZ GM High Performance and Programme Manager.
- Oversee the development of in-depth analysis of BBNZ players, the team and the opposition and use that analysis to develop individual skill development programmes and team game plans.

Inspire

- Achieve a place in the Women's World Cup Tournament 2026.
- Establish a team culture that reflects BBNZ's values as characterised by observable behaviours exhibited by both individuals and the team as a whole.
- Ensure that social media around the team is conducted in the most professional manner.
- Representing the team with media and sponsorship requests when required.

Communication and Working Relationships

The Interim Head Coach will have proven, effective leadership and communication skills, including a capacity to liaise with a wide range of people. In general, they will be responsible for reporting team performance outcomes to the HP Programme Manager – Women's.

Review and Improvement

At the end of the World Cup Qualification Tournament ensure the necessary review processes takes place, providing relevant information across all areas including technical, tactical, physical, mental, and shared with BBNZ for continuous development.

Key performance indicators

KPI	Description	Weighting
Align	<ul style="list-style-type: none"> • Implementation of the style of play / game model as constructed and agreed with the Technical Director – Women's. • Upholding BBNZ's values in the daily training environments, tournaments and off court. • Selection of athletes in line with agreed selection criteria. • Communication of selected athletes and non-selected athletes with appropriate stakeholders. 	60%
Protect	<ul style="list-style-type: none"> • Foster an environment that achieves and is enjoyable while emphasising high performance standards and behaviours. • Update, implement and review IPPs. • Ensuring management and players' wellbeing is a priority. • Player review rating >90% when asked if they will play for the management team again. 	

Grow	<ul style="list-style-type: none"> • Provide a learning environment that is age and stage appropriate. • Work with BBNZ to establish and manage the objectives of the program. • Oversee the analysis and development of BBNZ players and programmes. • Player review rating >90% when asked if they aspire to be or continue to be a Tall Fern. 	
Inspire	<ul style="list-style-type: none"> • Achieve qualification for the 2026 Women's World Cup. • Establish a team culture that reflects BBNZ's values. 	30%
Communication & relationships	<ul style="list-style-type: none"> • Communicate effectively and efficiently with BBNZ high performance staff. • Ensure campaign plans are communicated and mutually agreed with BBNZ staff. • Ensure campaign reviews are completed as required. • Complies with BBNZ social media policy. 	10%

Program Outline

The Interim Head Coach will be required to lead, in collaboration with Technical Director – Women's and the HP Programme Manager – Women's, the design and delivery of all performance elements concerning the Japan Tour and World Cup Qualification Tournament, in line with the Tall Fern's "style of play" / game model and philosophy.

There is also a requirement to attend other events for talent identification purposes, i.e, national age group tournaments and national league games.

The relevant dates and schedule of work are:

Date (2024)	Activity
May	<ul style="list-style-type: none"> • Meet online with Technical Director – Women's and HP Programme Manager – Women's to be inducted into BBNZ HP team • Determine wider coaching and management team for Tall Ferns
June	<ul style="list-style-type: none"> • Finalise campaign plan for World Cup Qualification Tournament • Communicate with touring squad and management for Japan tour • Finalise roles and responsibilities for coaching team • Depart 27 June, arrive in Japan 28 June
July	<ul style="list-style-type: none"> • Return from Japan by 8th July • Review the Japan tour with Technical Director – Women's and HP Programme Manager – Women's • Finalise squad for World Cup Qualification Tournament
August	<ul style="list-style-type: none"> • Tour pre-departure camp: 1-10 August (West Coast USA, TBC), depart 11 August to tournament location (TBC), tournament 17-25 August • Return from World Cup Qualification Tournament by 28 August • Review the World Cup Qualification Tournament with Technical Director – Women's and HP Programme Manager – Women's

Person Specification

As the Interim Head Coach, the role holder will have:

Experience

- Proven experience leading a senior 5x5 Basketball team (ideally Women) within an Australian (WNBL or NBL 1) or New Zealand League (Tauhihi) and/or experience as a Head Coach at an International Senior Level of 5x5 Basketball.
- Proven track record of effective management of high-performance coaches and staff as part of a multi- and inter-disciplinary team.
- Demonstratable experience in the strategic and operational planning and implementation of campaign plans associated with Senior 5x5 Basketball.

Professional Experience

- Proven ability to coach technical skills to senior female 5x5 athletes within an Australian (WNBL or NBL 1) or New Zealand League (Tauhihi) and or a Head Coach at an International Senior Level of 5x5 Basketball.
- Proven ability to coach a variety of game plans within pinnacle tournaments and or leagues (i.e FIBA events, WNBL, NBL 1 or Tauhihi).
- Strong strategic, planning and organisational skills, ability to prioritise, meet timescales and manage a demanding schedule.

Personal Attributes

- High self-awareness, understands impact on others and has the ability to remain humble.
- Possess confidence and credibility to operate at a leadership and management level.
- Strong strategic outlook, excellent problem-solving skills, and decision making skills.
- Proven exceptional people management skills, ability to work effectively within a team environment.
- Excellent interpersonal, communications (including strong presentation skills & report writing) and influencing skills.
- A creative thinker with the tenacity and confidence to see things through from implementation to completion.