

Basketball New Zealand Incorporated JOB DESCRIPTION

JOB TITLE

- National Performance and Prevention Manager

PURPOSE

- The purpose of this role is to lead the national rollout and strategic delivery of Basketball New Zealand's performance and prevention programme, On Point, to reduce the harm, risk, and incidence and severity of injuries across basketball in Aotearoa.
- This role is accountable for system-wide implementation, partner outcomes, sustainability, and people leadership of the Performance and Prevention portfolio, including leadership of regional programme delivery through the Regional Programmes Lead.

The key areas of responsibility include:

- Provide strategic leadership and oversight of Basketball New Zealand's performance and prevention programme, ensuring alignment with organisational priorities and investment partner outcomes.
- Ensure effective national rollout, adoption, and ongoing delivery of the On Point programme, achieving measurable impact in injury prevention and participant wellbeing.
- Lead and develop the Regional Programmes Lead, ensuring strong alignment between national strategy and regional delivery, building capability and delivery excellence.
- Build and maintain high-trust relationships with investment partners, member organisations, and delivery partners to ensure successful programme outcomes.
- Integrate performance and prevention initiatives across the basketball system, working collaboratively with internal teams and external stakeholders.
- Ensure robust data collection, evaluation, and reporting frameworks are in place to inform decision-making, demonstrate impact, and meet partner requirements.
- Manage programme budgets, funding requirements, and long-term sustainability, ensuring accountability and effective resource allocation.

DIRECT REPORTS

- Regional Programmes Lead - Central

REPORTS TO

- National Participation Manager

SPECIFIC DUTIES & RESPONSIBILITIES

Programme Leadership & Delivery

- Lead the development and implementation of the national performance and prevention strategy, in alignment with investment partner obligations ensuring contracted deliverables are achieved on time.
- Oversee national rollout and operationalisation of the On Point programme, enabling tested initiatives to transition into business as usual delivery with long term sustainability in mind.
- Embed performance and prevention education into player and coach development delivery systems.
- Own the funded programme plan, budget, reporting and sustainability pathway.
- Maintain an oversight of trends and opportunities in the areas of injury prevention and wellbeing that help inform and shape decision making.

Stakeholder Engagement & Collaboration

- Manage high trust relationships with investment and delivery partners.
- Provide strategic oversight of contracted outcomes and partner deliverables.
- Develop and maintain strong positive relationships with member organisations and targeted

delivery partners.

- Ensure key contracted deliverables from investment partners are met
- Collaborate across BBNZ teams to integrate Performance and Prevention across basketball and proactively seek mutual collaboration opportunities.
- Enable and support basketball leaders to actively promote and advocate for performance and prevention programmes and services within the basketball community

People Leadership & Portfolio Management

- Lead and manage the Regional Programmes Lead, ensuring clear priorities, strong performance, and alignment with national programme outcomes.
- Provide coaching, development, and performance management to build capability and delivery excellence within the regional programmes function.
- Establish a culture of positive monitoring, evaluation, and reporting, ensuring accurate data capture and insight-driven decision making.
- Ensure effective planning and coordination between national strategy and regional delivery to maximise impact and consistency.
- Manage portfolio expenditure within approved budgets and meet all reporting requirements.
- Contribute to BBNZ and the Community Team, including planning, key tasks, and projects.
- Lead and manage the Regional Programmes Lead, ensuring clear priorities, strong performance, and alignment with national programme outcomes.
- Provide coaching, development, and performance management to build capability and delivery excellence within the regional programmes function.

GENERAL DUTIES & RESPONSIBILITIES

- Comply with all BBNZ policies, procedures and employment obligations.
- Act in good faith and promote the best interests of Basketball New Zealand.
- Demonstrate a strong commitment to health and safety.
- Be punctual and work the hours and times specified.
- Prioritise workload to ensure work of the greatest importance to the business is undertaken with urgency and to a high standard.
- Support and help develop a positive workplace culture.
- Demonstrate excellent interpersonal communication skills.
- Responsibly manage all business resources within accountability levels.
- Undertake all duties and responsibilities outlined in this Job Description and all other duties as required by the business.
- During work time, and such other times as may be reasonably required, dedicate all effort to the execution and fulfilment of the duties, responsibilities, obligations and instructions related to employment.

SKILLS, EXPERIENCE & EDUCATION

- Proven experience leading complex, funded programmes.
- Demonstrated people leadership and strategic capability.
- Strong understanding of injury prevention, performance and wellbeing principles.
- Proven project management experience with overall success
- Passionate about protecting and promoting participant wellbeing in sport.
- Experience/understanding in designing and delivering initiatives to priority populations, such as secondary school participants, Māori, and females.
- Strong interpersonal skills with the ability to build relationships with organisation leaders, staff and volunteers at all levels.
- Excellent written and oral communication skills.
- A flexible, positive attitude to operate in a dynamic work environment.
- Technology literacy to lead programme and resource development utilising data and insights.
- Flexibility to travel to regional partners/events and work extended hours at times.