

POSITION DESCRIPTION

OUR VISION - A hoop in the heart of every community

OUR PURPOSE - Bring Basketball to all

ROLE - Women and Girls Lead – South Island + Lower North Island

TITLE OF POSITION	Women and Girls Lead – South + Lower North
REPORTS TO	National Participation Manager, BBNZ
RESPONSIBLE TO	CEO, BBNZ
TEAM	BBNZ Community
LOCATION	South Island – preferably within Canterbury
ROLE TYPE	Fixed term – July 2026 until 2 April 2027
DATE CREATED	June 2026

PURPOSE OF THE ROLE

This role provides regional leadership to grow, strengthen, and sustain opportunities for women and girls in basketball across the South and Lower North Islands. The Women and Girls Lead will influence system-wide change by partnering with associations and key stakeholders to build capability, strengthen local delivery environments, and create meaningful participation and leadership pathways for women and girls. The role leads the regional implementation and ongoing embedding of Basketball New Zealand’s national participation programmes, including BNZ Kiwi Hoops and 2degrees Girls Got Game.

These programmes are key national tools for increasing participation, improving participant experiences, and strengthening long-term player and leadership pathways.

- **BNZ Kiwi Hoops** supports Tamariki aged 5–13 through fun, games-based learning that builds skills, confidence, and a lifelong love of basketball.
- **2degrees Girls Got Game** provides girls with safe, inclusive, and confidence-building experiences that foster belonging and long-term connection to the game.

The position is focused on embedding these programmes within local systems and pathways, so they contribute to sustainable growth across the women's and girls' game.

This is a strategic participation and system leadership role. It is focused on:

- Leading and influencing system change.
- Building capability, confidence, and consistency across the regional network.
- Using national programmes as tools for sustainable participation growth.
- Strengthening opportunities for women and girls in the community, association, and regional levels.

KEY RESPONSIBILITIES

1. Women and Girls System Leadership

- a) Lead regional growth of the women's and girls' game in alignment with the BBNZ Women and Girls Framework.
- b) Act as a regional system leader, using insights from associations and communities to inform national strategy, priorities, and programme development.
- c) Contribute to the development, implementation, and continuous improvement of national women and girls' strategies, frameworks, and initiatives.
- d) Champion inclusive, sustainable, and participant-centred approaches that increase access, belonging, and long-term engagement.

2. Association Capability and Capacity Building

- a) Partner with Associations and Approved Delivery Partners to build long-term capability, confidence, and ownership.
- b) Co-design targeted support plans that strengthen participation systems, local leadership, and quality programme delivery.
- c) Support associations to apply the Women and Girls Framework, develop clear participation pathways, and deliver national programmes with consistency and confidence.
- d) Provide strategic guidance, practical tools, and ongoing support to help associations grow and improve sustainably.

3. National Participation Programmes

- a) Lead the regional implementation, integration, and improvement of BNZ Kiwi Hoops and 2degrees Girls Got Game.
- b) Ensure programme delivery is high quality, consistent, and aligned with national standards and intent.
- c) Embed programmes within association pathways so they operate as strategic tools for participation, retention, workforce development, and quality experiences.
- d) Use regional feedback and insights to inform programme refinement and ensure programmes remain fit-for-purpose and impactful.

4. Sustainable Participation Growth and Pathways

- a) Drive a shift from short-term activity delivery to long-term system growth.
- b) Support the development of connected local and regional delivery networks.
- c) Increase the visibility, accessibility, and consistency of participation opportunities for women and girls.
- d) Strengthen alignment between national strategy, regional priorities, and local delivery.

5. Leadership Development and Workforce Growth

- a) Support and evolve female leadership pathways, including programmes such as Emerging Leaders.
- b) Build and connect regional networks of female leaders, coaches, officials, volunteers, and deliverers.
- c) Support the development of a sustainable workforce pipeline for women's and girls' basketball.
- d) Enable leadership opportunities that translate into meaningful and measurable community impact.

6. Regional Collaboration, Partnerships, and System Alignment

- a) Build and maintain strong relationships with Associations, Approved Delivery Partners, schools, community providers, funders, and sector organisations.
- b) Enable regional collaboration, shared learning, and collective problem solving across the basketball system.
- c) Lead or support regional initiatives that strengthen systems, structures, and participation outcomes.
- d) Work alongside commercial and strategic partners to enhance participation opportunities and programme impact.
- e) Ensure stakeholders are well-informed, connected, and supported through clear communication and regular engagement.

7. Data, Insights, and Continuous Improvement

- a) Work collaboratively with associations and internal teams to identify trends, challenges, opportunities, and emerging needs.
- b) Use regional data and insights to inform programme improvement, strategic decision-making, and national planning.
- c) Identify, capture, and share examples of good practice, innovation, learning, and impact across the network.
- d) Contribute to a culture of evidence-informed decision-making, reflection, and continuous improvement.

8. Contribution to BBNZ Team and Operations

- a) Contribute to BBNZ and Community Team priorities, including planning, delivery, evaluation, and reporting.
- b) Support a culture of collaboration, shared learning, accountability, and system alignment.
- c) Operate in accordance with BBNZ policies, procedures, health and safety requirements, and organisational values.
- d) Undertake additional responsibilities as required to support team and organisational priorities.

WORKING RELATIONSHIPS

Internal stakeholders	BBNZ Community Basketball Team, Participation and Wellbeing Team, Commercial Team, and wider BBNZ staff.
External stakeholders	Member Associations, Regional Sports Trusts, sector partners, BBNZ Associate Members, community providers, schools, education partners, service providers, funders, and other relevant stakeholders.
Geographic focus	Mainland and Southern Zones, including all South Island associations.
Direct reports	None.
Contractor management	May manage contractors or delivery partners as required to support programme and project outcomes.
Budget management	Responsible for managing allocated budgets in line with annual planning, approved delegations, and BBNZ financial policies.

DESIRED EXPERIENCE AND CAPABILITIES

- Relevant qualification or significant experience in community sport development, participation growth, system leadership, or a related field.
- Demonstrated experience leading projects, programmes, or strategic initiatives in a complex stakeholder environment.
- Proven ability to build trusted relationships, influence stakeholders, and work effectively across local, regional, and national networks.
- Strong communication, facilitation, and engagement skills, with the ability to bring people together around shared outcomes.
- Experience building organisational or community capability and supporting sustainable change.
- Strong strategic thinking, with the ability to translate national direction into practical regional and local action.
- Ability to work independently, prioritise effectively, and manage multiple workstreams in a fast-moving environment.
- Strong commitment to advancing participation, leadership, and inclusive experiences for women and girls in sport.
- High levels of professionalism, adaptability, judgement, and stakeholder focus.
- Confident use of technology and digital tools, with flexibility to travel and support events, meetings, and regional engagement as required.