

Coach selection Policy for International teams

Coaching Role	Criteria For selection: Box 1 (Coaching qualities)	Criteria for selection: Box 2 (Performance criteria)
Head Coach – All Events	<p>The Head Coach for a Pinnacle NZ team will ideally possess the following:</p> <ul style="list-style-type: none"> • Proven experience in leading pinnacle teams • Strong Leadership qualities • Ability to manage both ‘up’ and ‘down’ • Able to work closely with support team and senior management • Experience of planning and preparation of major teams with reference to the following: <ul style="list-style-type: none"> ○ Establishing good communication links with Individual Athletes and home coaches ○ Setting clear and defined targets for the whole coaching team • Be working supportively within the National programme 	<p>The Head Coach for Pinnacle Teams will be selected by the TACM in conjunction with the HP Manager and the SNZ CEO.</p> <p>Head Coaches do not necessarily need to place swimmers onto the team they have been selected to lead.</p>
Team Coach – Pinnacle events	<p>Team Coaches for a Pinnacle NZ team will ideally possess the following:</p> <ul style="list-style-type: none"> • Experience in coaching at a pinnacle event • Ability to work closely as part of a coaching team and with the support team • Ability to develop and promote a strong relationship with athletes from other programmes and their coaches. • Develop strong, pre-competition communication with athletes and home coaches to have a clear understanding of targets and expectations 	<ol style="list-style-type: none"> 1. 1st team coach selection – Coach with highest ranked athlete on the team, and coach must show evidence of criteria in box 1 2. 2nd team coach selection – Coach with multiple top 16 ranked athletes on the team, and coach must show evidence of criteria in box 1 3. 3rd + team coach selection – TACM selection, coach(s) must show evidence of criteria in box 1

	<ul style="list-style-type: none"> • Prepare a detailed training and competition plan in conjunction with the home coaches of the other athletes assigned to the coach to ensure 100% commitment to all athletes the are assigned responsibility for • Be available for all staff training requirements in the lead up to the event, including media, H and S, or other • To be prepared to support other staff on the team in their roles if needed to do so. • Be working supportively within the National programme 	
Team Coach – Non-Pinnacle Senior events	<p>Team Coaches for Non – Pinnacle Senior events will ideally possess the following:</p> <ul style="list-style-type: none"> • Experience in coaching at a Senior International event • Ability to work closely as part of a coaching team and with the support team • Ability to develop and promote a strong relationship with athletes from other programmes and their coaches. • Develop strong, pre-competition communication with athletes and home coaches to have a clear understanding of targets and expectations • To be prepared to support other staff on the team in their roles if needed to do so. • Be working supportively within the National programme 	<ol style="list-style-type: none"> 1. 1st team coach selection – Coach with highest ranked athlete on the team, and coach must show evidence of criteria in box 1 2. 2nd team coach selection – Coach with multiple athletes on the team, and coach must show evidence of criteria in box 1 3. 3rd + team coach selection – TACM selection, coach(s) must show evidence of criteria in box 1 4. Development coaches (Tier 2) may be selected onto Non-Pinnacle Teams through Development Scholarship opportunities.
Team Coach – Junior Pinnacle	<p>Team Coaches for Junior Pinnacle events will ideally possess the following:</p> <ul style="list-style-type: none"> • Experience in coaching at an International event 	<ol style="list-style-type: none"> 1. 1st team coach selection – Coach with multiple athletes on the team, and coach must show evidence of criteria in box 1

	<ul style="list-style-type: none"> • Ability to work closely as part of a coaching team and with the support team • Ability to develop and promote a strong relationship with athletes from other programmes and their coaches. • Develop strong, pre-competition communication with athletes and home coaches to have a clear understanding of targets and expectations • To be prepared to support other staff on the team in their roles if needed to do so. • Be working supportively within the National programme, and display evidence of understanding LTAD practices 	<ol style="list-style-type: none"> 2. 2nd + team coach selection – at least one athlete on the team, and coach must show evidence of criteria in box 1 3. Development coaches (Tier 2) may be selected onto Junior Pinnacle Teams through Development Scholarship opportunities.
<p>Team Coach – Non-Pinnacle Junior Events</p>	<p>Team Coaches for Non-Pinnacle Junior events will ideally possess the following:</p> <ul style="list-style-type: none"> • Experience in coaching at an International event • Ability to work closely as part of a coaching team and with the support team • Ability to develop and promote a strong relationship with athletes from other programmes and their coaches. 	<p>Team Coach selection –</p> <ol style="list-style-type: none"> 1. Athlete(s) selected on the team, and coach must show evidence of criteria in box 1 2. Development coaches (Tier 2) may be selected onto Junior Pinnacle Teams through Development Scholarship opportunities.

	<ul style="list-style-type: none">• Develop strong, pre-competition communication with athletes and home coaches to have a clear understanding of targets and expectations• To be prepared to support other staff on the team in their roles if needed to do so.• Be working supportively within the National programme, and display evidence of understanding LTAD practices• Proven Commitment to Professional Development	
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