



NETBALL NEW ZEALAND
Poitara-whiti Aotearoa

National Development Umpire Squad Coach Position Description

Reports to:	Talent Development Manager	Location:	Various
Employee Name:		Date:	Feb 2010

RELATIONSHIPS:

External	Internal	Committees/Groups
Media Sponsors Franchise Coaches PFNC & NZAGC Coaches	NNZ Talent Development Manager NNZ High Performance Umpire Advisor ANZC Panel NZ Panel National Umpires Squad Coordinator ANZC Squad Umpire Coach National Development Squad Umpire Coach NNZ High Performance Director NNZ National Player Development Manager NNZ Umpire Development Manager NNZ Netball Development Manager NNZ Marketing and Event staff	HP Umpire Advisory Group

DIMENSIONS AND AUTHORITIES:

Staff Reporting	Paid	Volunteer
Expenditure - Budgeted		
Contractual Authority		

National Development Umpire Squad Coach

The Services

The National Development Umpire Squad Coach will be responsible for the preparation, coaching (in conjunction with the NZ Panel) and performance of the National Development Umpire Squad.

Key accountabilities

- Work with NNZ Talent Development Manager, HP Umpire Advisor, National Umpire Squad Coordinator (NUSC) and NZ Panel to plan and implement the objectives, steps and outcomes for the National Development Umpire Squad
- Work with each of the National Development Umpire Squad to develop their Individual Performance Plans (IPP)
- Regularly monitor the National Development Umpire squad's IPP's by contacting them as appropriate
- Prepare and analyse the review at the end of the Perry Foundation Netball Championships
- Liaise with NNZ HP Umpire Advisor, NUSC and the NZ Panel if needed to ensure advice to umpires is coordinated and appropriate
- Ensure the individual umpires in the National Development Umpire Squad are technically, physically and mentally prepared to perform to the highest possible standard.
- Keep up to date with umpiring developments and techniques in netball and sport generally
- Act in a professional manner at all times and maintain confidentiality of NNZ/umpire/squad/information

Competency Requirements

To successfully fulfil the position of National Development Umpire Squad Coach the following competencies are required:

Experience

- proven experience in International umpiring

Technical competencies

- Demonstrates knowledge of the Rules of Netball, associated Protocols and procedures
- Knowledge of elite umpiring technical requirements
- Ability to analyse the strengths and weaknesses of elite umpires and develop IPP accordingly
- Ability to help umpires to adapt and change as needed during a game and to take advantage of opportunities and 'critical moments' as they arise.
- Ability to develop and implement innovative training sessions

Management Competencies

- Well planned and organised
- Resourceful and flexible
- Time management

Interpersonal

- Facilitates changes within the group
- Ability to give and receive constructive feedback to enhance performance
- Ability to develop a 'high performance' culture
- Is widely trusted and seen as a direct and open person
- Can deal with conflict, ambiguity and information in an appropriate and positive manner
- Integrity and transparency of own practices and ideas
- Behaves maturely and invests time and effort in ensuring maximum "buy-in" to ideas and activities

Reasoning and Decision Making Competencies

- Ability to make decisions under pressure
- Experienced in the art and skill of diplomacy and negotiating

Oral communication

- Ability to clearly communicate complex or technical ideas, tactics and strategies
- Ability to communicate consistently, openly, and honestly in a squad environment and in one on one situations

Written communication

- Report writing
- Speech writing

Personal

- Ability to remain calm, confident and objective under pressure
- Ability to build and foster squad unity and to gain respect of umpires

Key Responsibilities	KPI
Work with NNZ HP Umpire Advisor, NUSC and NZ Panel to plan and implement the objectives, steps and outcomes for the National Development Umpire Squad	<ul style="list-style-type: none">• An effective National Development umpire squad programme is developed & implemented• National Development Umpires are technically, physically and mentally prepared to perform to the highest possible standard
Work with each of the National Development Umpire Squad to develop their Individual Performance Plans (IPP)	<ul style="list-style-type: none">• National Development Umpires demonstrate development that is progressive and appropriate
Regularly monitor the National Development Umpire squad's IPP's and umpiring performances by contacting / meeting them as appropriate	<ul style="list-style-type: none">• National Development umpire coach will support and meet (funding dependent) with umpires on an individual basis
Prepare and analyse review at the end of the season	<ul style="list-style-type: none">• National Development umpires have an annual review process
View matches when possible (funding dependent) and liaise with NNZ HP Umpire Advisor, NUSC and the NZ Panel if needed to ensure advice to umpires is coordinated	<ul style="list-style-type: none">• National Development umpires receive relevant, appropriate and coordinated feedback regarding their performances during the year
Keep up to date with umpiring developments and techniques in netball and sport generally	<ul style="list-style-type: none">• National Development Umpire Squad Coach provides appropriate and challenging development programmes and activities for the National A Umpire Squad
Act in a professional manner at all times and maintain confidentiality of NNZ/player/squad/team information.	<ul style="list-style-type: none">• High level of trust in the ability of the NNZ National Development Umpire Squad Coach to act in a professional manner at all times and respect confidentiality aspects of the role.