

# Job Description

## Development Manager

### Our Vision

Wellington North Badminton is a rapidly growing for-purpose sports organisation with a vision to provide the best badminton experience in our community.

### How you will make an impact

- Understand and deliver on Wellington North Badminton's vision
- Build delivery and coaching capability in the wider badminton community
- Build and foster a team culture that attracts and retains players
- Build player knowledge, skills, and experience to perform to the best of their ability/at the highest level
- Leverage badminton events and competitions to build awareness and promote the benefits of badminton
- Facilitate and maintain effective and productive relationships with all stakeholders and colleagues

### What you will do

#### Coach Development

- Lead the development and implementation of a coaching development programme
- Lead the development and implementation of a coaching pathway
- Mentor and develop all coaches appointed to all levels of Wellington North Badminton's player development programmes
- Work as a team to develop training/development programmes catering to a wide range of players
- Develop, monitor, and enforce any breaches of the coach's code of conduct
- Work with the Community Manager to develop and improve coaching capabilities in the community such as schools and clubs

#### Player Development

- Lead the development and implementation of player development programmes; this includes but is not limited to:
  - On/off court technical, tactical, physical, and psychological development

- Incorporate sports science such as fitness, strength and conditioning, injury prevention, nutrition, and Hauora (health & wellbeing) into all levels of player development programmes
- Oversee the identification, selection, and performance of Team WN players across all levels and age groups
- Create a safe and robust environment that allows players to perform at their best abilities/the highest level
- Lead the development and implementation of a player pathway that encourages continued participation
- Develop, monitor, and enforce any breaches of the player's code of conduct

### **What success looks like**

- Team WN is well represented across all age groups and divisions in the Badminton NZ IA competitions
- Implementation and delivery of development programmes that encourage continued participation
- Implementation and delivery of player pathways that allow players to grow and be the best they can be
- Implementation and delivery of coaching pathways that allow coaches to grow and be the best they can be

### **What you will bring**

- 2 years or more sports coaching experience, ideally in a range of environments including performance/schools/clubs/communities' settings
- A reputable coaching qualification (such as BWF Coaching Certification at Level 1 or above) is required
- Strong leadership and team management skills, with the ability to develop and maintain a positive team culture
- Excellent eye for detail and time management
- Ability to develop and deliver coaching programme to build knowledge and skills
- A team player - works constructively with team members and/or other employees towards the Wellington North Badminton Vision and Mission statements
- Demonstrates high standards and behaviours that deliver superior customer service
- Demonstrates excellent communication skills, promoting and selling ideas to others
- Ability to build and maintain positive working relationships with people at all levels
- Strength in problem-solving, critical, and analytical thinking
- Financial and budget management skill is advantageous
- Marketing and social media skill is advantageous, but not necessary

### **Who you will work with**

- Reports to the General Manager
- Work alongside the Community Manager and Community Development Officers
- Community and volunteer coaches
- Players of all ages and all abilities
- Capital Region Badminton Associations' staff
- Nuku Ora staff
- Central Region Badminton Associations' staff
- Badminton New Zealand staff

### Acknowledgment of Job Description

Reporting Manager:	Signature:	Date:
Employee:	Signature:	Date: