



Hato Pateriki Māwaihakona  
**St. Patrick's College Silverstream**

## Job Description

POSITION DETAILS			
<b>Position Title:</b>	St Patrick's College, Silverstream, Senior A Basketball Coach		
<b>Reports to:</b>	Basketball Coordinator		
<b>Location:</b>	St Patrick's College, Silverstream 207 Fergusson Drive Upper Hutt	<b>Date:</b>	For 2019-20 seasons (reviewed after first season)

VISION
<ul style="list-style-type: none"> <li>We are committed to empowering young men to become compassionate, just and successful citizens.</li> <li>You don't just attend Silverstream you belong, and all our students are welcome, included, respected, celebrated and supported.</li> </ul> <p><i>"Our task is to form men – Christian in heart, mind and conduct. Men who recognise the importance and dignity of the human person, understand the duties of justice and good will to all. Men who will challenge materialism and selfishness. The young man at Silverstream is trained in a manly pattern of living, a life lived in and through God's Grace."</i></p> <p style="text-align: right;">(Fr Evatt SM, Rector 1944 – 1949)</p>

PURPOSE OF THE POSITION
<ul style="list-style-type: none"> <li>To develop good men in accordance with the College vision and values.</li> <li>To coach the team both on and off the field to a standard of excellence, demonstrating a significant improvement/value added over the season, while enhancing the reputation of Silverstream basketball and the Senior A as the Premier team in the College.</li> </ul>

WHAKAPONO FAITH FA'ATUATUA	✕	KOTAHITANGA UNITY TU FA'ATASI	✕	MANAAKITANGA SUPPORT LAGOLAGO	✕	HAUTOA COURAGE LOTO TELE	✕	NGĀKAU PĀPAKU HUMILITY LOTO MAUALALO
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**KEY RESULTS AREAS  
(EXPECTED PERFORMANCE OUTCOMES)**

<i>Leadership</i>	<ul style="list-style-type: none"> <li>• Alongside the Team Management establish a team vision and team values, standards and protocols that fit within the College special character and values (Faith, Unity, Support, Courage, Humility).</li> <li>• Assist the Team Management in ensuring that there is a shared understanding and adoption of the team vision, values, standards and protocols by all team and team management members.</li> <li>• Model the College and team values, standards and protocols at all times.</li> <li>• Demonstrate effective interpersonal communication skills to the team and team management.</li> <li>• Build and maintain strong working relationships within the team, team management and all others within the Silverstream basketball community (see internal relationships below).</li> <li>• Demonstrate personal credibility, honesty, high integrity, selflessness and show an ability to handle pressure and stress appropriately.</li> <li>• Positively promotes the game of Basketball.</li> <li>• To ensure that the welfare of the players and the team as a whole are safe-guarded at all times.</li> </ul>
<i>Squad Selection, Team Selection &amp; Preparation</i>	<ul style="list-style-type: none"> <li>• Work with Basketball Coordinator, Director of Sport, co-coaches, manager and Senior B/Junior A coaches to identify and coordinate possible players for selection.</li> <li>• Maintain discretion and confidentiality regarding squad and team selection consideration, including discussions with players about their performance and not making any promises or guarantees of selection to any player.</li> <li>• Remain up to date with modern game development, including new laws and their impact on the game.</li> </ul>
<i>Effective Team Training</i>	<ul style="list-style-type: none"> <li>• Alongside the other team coaches provide technical and tactical coaching to individual players, mini-units and the team as a whole as appropriate.</li> <li>• Oversee implementation of the off season fitness programme and individual fitness programmes, including off season strength and conditioning where necessary.</li> <li>• Effective team building and culture.</li> <li>• Alongside the other team coaches develop well-structured training sessions that provide team progressions in the areas of:             <ul style="list-style-type: none"> <li>• Skill progressions</li> <li>• Set play</li> <li>• Attack</li> <li>• Defence</li> <li>• Open play</li> <li>• Mindset and resilience</li> </ul> </li> </ul>
<i>Discipline</i>	<ul style="list-style-type: none"> <li>• Assist the Manager in the development of clear and appropriate team protocols and standards in conjunction with team management and players.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure that the established team protocols and standards are met and maintained, and deal effectively and appropriately with any breach or conflict.</li> <li>• Ensure that the team maintains an appropriate standard of discipline both on and off the field and that the integrity of St Patrick's College is maintained at all times.</li> </ul>
<i>Player Development and Appraisal</i>	<ul style="list-style-type: none"> <li>• Alongside Assistant Coaches and Manager, undertake and record player performance expectations with each player before the start of the season.</li> <li>• Provide regular performance and development appraisals/reviews to provide structured feedback and feed forward to each player as required.</li> <li>• Alongside Assistant Coaches and Manager, complete and record player Individual Performance Plans (IPP) with each player at the end of the season.</li> <li>• Encourage the development of players' leadership and self-reliance qualities.</li> </ul>
<i>Programme</i>	<ul style="list-style-type: none"> <li>• To develop in conjunction with the Assistant coaches and Manager a season plan, which must include all pre-season, Premier and Traditional games. This is to be submitted to the Basketball Coordinator and Director of Sport for approval.</li> </ul>
<i>Media</i>	<ul style="list-style-type: none"> <li>• Be available and responsive to media requirements and requests to comment on team matters as and when appropriate.</li> <li>• Act in a positive, professional manner with the Media.</li> </ul>
<i>Referees</i>	<ul style="list-style-type: none"> <li>• Keep abreast of all game law changes and competition rules.</li> <li>• Ensure that players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players, referees and match officials..</li> <li>• Ensure acceptance of referee decisions, and acknowledge constructive referee feedback received.</li> </ul>
<i>Sponsors</i>	<ul style="list-style-type: none"> <li>• Develop and foster positive relationships with all sponsors.</li> </ul>
<i>Professional Development</i>	<ul style="list-style-type: none"> <li>• Keep abreast of modern coaching styles and techniques and taking up personal development opportunities when they arise.</li> </ul>

<b>REPORTING RELATIONSHIPS</b>	
• This position reports to:	<b>Basketball Coordinator</b>
• This job's direct reports are:	Assistant Coach(es), Manager

RELATIONSHIPS/INTERACTIONS:	
External	Internal
<ul style="list-style-type: none"> <li>• Hutt Valley Basketball Association</li> <li>• Capital Zone Basketball</li> <li>• Media (Dominion Post, etc)</li> </ul>	<ul style="list-style-type: none"> <li>• Senior A Assistant Coach(es)</li> <li>• Director of Sport</li> <li>• Basketball Coordinator</li> <li>• Rector of the College – Grahame Duffy</li> <li>• Players families/caregivers</li> <li>• Team Manager</li> <li>• Team Management</li> <li>• Junior A and Senior B Coaches (and an awareness of coaches at other levels)</li> <li>• Referees and other game officials</li> <li>• Plant Manager – Trevor Bushby</li> </ul>

PERSON PROFILE			
Attributes, qualifications and experience			
<p><b>Key coaching attributes:</b>            The ability and creativeness to help players develop the following skills and behaviours:</p> <ul style="list-style-type: none"> <li>• Creativity - ability to achieve specific outcomes in different ways</li> <li>• Awareness - ability to recognise individual and team opportunities to support decision making</li> <li>• Resilience - ability to adapt to pressure</li> <li>• Decision making - ability to select an effective action in different situations</li> <li>• Self-Organisation - ability to use information to coordinate themselves.</li> <li>• Fresh and innovative mindset.</li> <li>• Basketball Coaching Qualifications would be preferred</li> <li>• A proven track record of coaching (within a secondary school environment would be preferred)</li> <li>• A comprehensive working knowledge of current basketball coaching techniques</li> <li>• Excellent communication and interpersonal skills</li> <li>• Police Vetting completed</li> <li>• Driver's License</li> </ul>			
Director of Sports Name		Job holder's name	
Director of Sports Signature		Job holder's signature	
Date		Date	