

## Appendix 2

### JOB DESCRIPTION Contract 1<sup>st</sup> November 2024

<b>Role</b>	NetballSmart Centre Activator (NSCA) 0.3 FTE		
<b>Work Area:</b>	Community Netball	<b>Reports to:</b>	Zone NetballSmart Development Officer (NSDO) Centre Manager
<b>Supported by:</b>	Netball Centre Manager and other Netball Centre Staff		
<b>KPI'S Expectations</b>	NetballSmart Programme Manager		
<b>Primary Location/s:</b>	Netball Centre		
<b>Employment Status:</b>	<p>Part-time position, with the requirement to work some evenings and weekends, flexible hours required.</p> <p>Ideally this role would be incorporated into an existing Centre role (eg. Youth Development/Junior Netball Developer/Coach Developer).</p> <p>Maximum 8 hours per week (to fit needs of the Centre Delivery).</p> <p>1/11/2024 - 31/10/2025.</p>		

#### Primary Purpose of Position

In the past six years, the NetballSmart (NS) strategy has developed extensively. Starting with the NetballSmart Dynamic Warm Up (NSDWU), NetballSmart has evolved into a comprehensive holistic Injury Prevention Programme (IPP). It is the healthy heart of Netball. Engaging more extensively and widely is a key strategy for the next 3 years. The NSCA role is primarily focussed on embedding NetballSmart strategies into the day to day planning, delivery, and development of Netball at a centre level.

#### KPI's

1. Understand the key objectives of NetballSmart and how they relate to the role
  - Decrease significant injuries
  - Improve NetballSmart brand awareness
  - Improve player wellbeing / welfare
  - Develop physically capable competent movers (PCCM)
2. To connect with NSDO and upskill re all relevant NetballSmart strategies.
3. To facilitate and educate on the NS components of the future Ferns programme.
4. To educate Centre Staff on NS principles and facilitate and encourage day to day Centre protocols to fit NetballSmart philosophies (ie warm up on the court as part of the game).
5. Support the NS components of coaching resources
6. Develop strong relationships with key stakeholders: - Intermediate and secondary schools and Centres - to deliver:
  - a. NetballSmart Dynamic Warm Up (NSDWU) and NSDWU variations (Landing Skills) coaching workshop to secondary schools at Centre (and wider area as appropriate).
  - b. NetballSmart secondary school resources
  - c. NetballSmart L.I.N.C resource
  - d. Tournament – 10 Top Tips
7. Deliver NetballSmart AIMS/KORU workshop to Intermediate schools in Centre and wider area who are attending AIMS/KORU Games.
8. To attend and promote NetballSmart at Centre events to increase NetballSmart awareness. ie Festival days, tournaments / mass warm ups / pop up clinics
9. To facilitate Māori Engagement in NS principles (TBC)
10. To connect NetballSmart strategies with new initiative.
11. To work with Social Netball competitions and facilitate and support NS behaviours

#### Responsibilities & Measures

Key Accountabilities	Critical Factors
<b>INSPIRE</b> Inspire Coach & Player knowledge and ability	<ul style="list-style-type: none"> <li>• Inspire and grow engagement in NetballSmart strategies.</li> <li>• Grow awareness of NetballSmart.</li> </ul>

<p><b>to apply NetballSmart Principles</b></p>	<ul style="list-style-type: none"> <li>• Inspire and increase engagement of NetballSmart in Secondary and Intermediate schools.</li> <li>• NSDO will support and mentor NSCA on engagement strategies.</li> </ul>
<p><b>PRESENCE</b> Engage and have a presence in the Centre, Clusters and Schools to Influence NetballSmart Strategies</p>	<ul style="list-style-type: none"> <li>• Actively engage with Secondary Schools, Intermediate schools to ensure NetballSmart opportunities are made available across all facets of the game.</li> <li>• Deliver NetballSmart resources in Secondary Schools.</li> <li>• Actively promote the NetballSmart on-line learning and social media following.</li> <li>• Contribute feedback on the development of NetballSmart resources and programmes.</li> </ul>
<p><b>PARTNERSHIP</b> Partner with key people to assist with planning, monitoring, NetballSmart operational functions</p>	<ul style="list-style-type: none"> <li>• Work with the NSDO to develop the annual plan (in-line with the Centre plan) for NetballSmart, and develop key objectives, which are time-lined and measurable.</li> <li>• Maintain up-to-date data regarding workshops and attendance at workshops (Centre KPI's).</li> <li>• Continuously monitor programmes with both quantity and quality outcomes in line with the Centre KPI's.</li> <li>• Provide reports to the Zone NSDO on other NS opportunities where appropriate.</li> </ul>
<p><b>THE GAME</b> Develop relationships with Staff, General Management, coaches, players, parents and umpires.</p>	<ul style="list-style-type: none"> <li>• Follow all Centre and staff policies and procedures.</li> <li>• Work with NSDO to keep up to date with leading innovations and developments in NetballSmart.</li> <li>• Work collaboratively with and support other Centre staff to ensure effective sharing of mutually beneficial practices, learnings, general information.</li> <li>• Facilitate co-delivery of coaching modules where appropriate.</li> <li>• Support and attend Centre and Zone/NNZ events as required.</li> </ul>
<p><b>DIGITAL</b></p>	<ul style="list-style-type: none"> <li>• Contribute to relevant marketing and social media content surrounding NetballSmart.</li> <li>• Promote NetballSmart on Centre Facebook/website if available and appropriate.</li> <li>• NetballSmart on the Centre Website.</li> </ul>

<b>Key Relationships</b>		
<b>Internal</b>	<b>NNZ &amp; Zone</b>	<b>External</b>
Centre Manager Junior & Youth Lead Coach Lead Umpire Lead	Zone NSDO NetballSmart Programme Manager (Jenny Storey and Hannah Coutts) Centres / Clusters staff and Volunteers RST's Funders and Sponsors	Junior Development groups Intermediate Schools Secondary Schools Secondary School Tournament AIMS / KORU where appropriate
<b>Staff Reporting</b>		
<b>Paid</b>	<b>Volunteer</b>	
Nil	Nil	

<b>Core Competencies, Skills &amp; Qualifications/Experience</b>	
<b>Competency</b>	<b>Descriptors</b>
<b>Specialist Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Broad sporting sector knowledge and experience, from within the community sport arena would be advantageous.</li> <li>Hands on experience working in grassroots within the sport of Netball, would help to understand the organisation at all levels.</li> <li>Ability to identify and implement behavioural change to increase engagement in NetballSmart strategies.</li> <li>Experience in implementing player and coach developer programmes and the ability to deliver to a wide range of audiences.</li> <li>Good relationship management skills and ability to work with a diverse range of stakeholders by sharing relevant information and identifying and dealing with issues effectively.</li> <li>Physiotherapy, Teaching, Physical Education degree or equivalent with 2+ years' experience would be beneficial.</li> </ul>
<b>Leadership &amp; Strategic Ability</b>	<ul style="list-style-type: none"> <li>Strong interpersonal skills that generate mutual respect and trust.</li> <li>Lead by example, modelling organisational values.</li> <li>Recognise fellow team members contributions and achievements.</li> <li>Confident, decisive, and objective with experience of making sound decisions especially under pressure.</li> <li>Strong sense of accountability and desire to deliver against goals.</li> <li>Comfortable giving and receiving constructive feedback to enhance performance.</li> <li>Provide appropriate, innovative &amp; effective recommendations to facilitate change.</li> <li>Skilled at determining important issues, prioritising, and multi-tasking.</li> </ul>
<b>Communication &amp; Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>Conveys credibility, driving influence and ensuring 'buy in' from a diverse range of stakeholders.</li> <li>Excellent oral communication skills, clear, concise, effective, and persuasive.</li> <li>Communicates consistently, openly, and honestly in any situation.</li> <li>Quickly establishes and maintains rapport and effective relationships at all levels, with both internal and external stakeholders.</li> <li>Is dedicated, highly motivated, enthusiastic, and considerate at all times.</li> <li>Collaborates well, voluntarily sharing appropriate information across all levels and thrives in a team environment.</li> <li>Maintains professionalism, empathy &amp; understanding to all stakeholders always.</li> <li>Highly adaptable and flexible, coping well with change and tight deadlines.</li> </ul>
<b>Passion for Sport</b>	<ul style="list-style-type: none"> <li>Appreciates the finer points of participation and competing. Understands the Sport NZ Balance is Better philosophy and its relationship to Netball.</li> <li>Understanding of the importance of injury prevention strategies to improve performance and decrease injury.</li> <li>Makes decisions with the best interest of the participant of the sport in mind.</li> </ul>