

**New Zealand Lacrosse  
Men's General Manager High Performance  
Expressions of Interest**

*November 2024*

New Zealand Lacrosse is currently seeking applications for the Men's General Manager High Performance as part of the NZL High Performance Programme.

This role is expected to be in place by the end of the 2024 year.

The key focus of this role is to mentor and grow coaches and players, as well as supporting regional high-performance development for all NZL Men's Teams.

Please find below information about how to apply for this role, including a Job Description for the position.

**Application Requirements**

Please submit your application to Damon Jakeman, NZL High Performance Director via email to [highperformance@nzlacrosse.nz](mailto:highperformance@nzlacrosse.nz) by **Friday 15th November 2024** with the subject line Men's General Manager HP Application.

Applications must include:

- 1) Cover letter
- 2) Detailed resume/CV

All applicants must be prepared to take a drug test if required and a Criminal Records Clearance.

**Selection Process**

A selection Panel will be made up of the NZL High Performance Director and NZL Executive members or Designates. Multiple interviews may take place.

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**Reports to** NZL High Performance Director, who for the record reports to the Operations Manager or NZL Designate

**Term** Initial term of 1 year with regular reviews. Expected that the position will be renewed following the first year with ability to extend beyond as per NZL approval process.

**Hours** Variable based on agreed programme, training schedule and requirements

**Location** Must be able to attend in person trainings in Auckland and Waikato or as agreed in other regions

**Volunteer position**

**Key Expectation** Responsiveness to any communications in a timely manner within at least 2 days. This can be a holding response especially if away or otherwise not able to reply. Due to the nature of all roles in the NZ Lacrosse community being volunteers, it is vital to have efficient communication.

**Role Overview**

The NZL Men's General Manager High Performance (MGM) is responsible for providing direction and management of the NZL High Performance programme, under the principles of the NZL High Performance Policy and in line with NZL's values.

This will be made up of the following key aspects:

1. Work alongside the High-Performance Director to support the High Performance strategy to grow coaches and players in preparation for upcoming World Championships, including qualifiers and other international events
2. Contribute to the support and development of regional High-Performance programmes
3. Formulate more detailed KPI and job functions to help progress the HP Programme

**Role Responsibilities**

- Responsible for ensuring selection policies are followed for of the team management, including all coaches, team managers and other support staff
- Be overall responsible, in conjunction with the relevant coaches etc., for the total preparation of the extended squad team and training programme HP Campaigns
- Develop and implement effective lacrosse techniques and tactics
- Establish a positive team culture and high standards across the programme
- Contribute to providing high level coaching at trainings, tours and tournaments
- Contribute to the NZL High Performance talent pathway by ensuring coaching and developing players and coaches is carried out in line with NZL policies
- Provide expert guidance and mentorship for upcoming coaches, players and regional

- High-Performance programmes
- Maintain regular communication and collaboration with the NZL High Performance Director and other key NZL stakeholders where appropriate.

### **Core Capabilities and Experience**

- In depth experience and demonstrated success coaching at a High-Performance level
- Experience and proven capability in the holistic development of elite athletes
- Specific knowledge of individual technique development, principles of play and delivery, as well as the ability to promote game sense aspects
- Understanding of concerns and the proven ability to integrate sports science, sports medicine and technological advancements into high performance training programmes
- Capacity and knowledge to support teams to develop players and coaches to world level competition including the ability to formulate, analyse and respond to game strategies
- Excellent communication skills with an ability to relate to a wide range of people
- Innovative, energetic and motivational style
- Exceptional time management and organisational skills
- Able to work collaboratively as part of a Management team
- Demonstrated leadership qualities that drive winning performances and great sportsmanship

### **Key Requirements**

- A valid passport and ability to travel internationally
- No criminal record
- Drug free
- Must be available for the full term
- New Zealand based