



NORTHERN DISTRICTS CRICKET

Position Title	NDCA Under 19 Coach (Female)
Employer	Northern Districts Cricket (ND)
Employment	Fixed Term Contract
Date	Oct 2025 - Apr 2026
Reports to	GM Performance & Talent
Key Internal Relationships	ND Staff, ND Pathway & Talent Coaches, District Association coaches, ND Age-group selectors
Key External Relationships	NZC High Performance Staff
Primary Purpose	To lead the planning, preparation and delivery of the ND Under 19 (Female) coaching programme for the 2025-26 season
Location	Remote - Expected engagement with ND Regional Academies where appropriate - Pre-tournament trainings and match days (where applicable) - Attendance at the National Under 19 Tournament in Lincoln (4th - 11th January 2026)

1. Technical and Personal Competencies

- Ability to create and support clear individual and team plans relating to tournament cricket opportunities.
- High level ability to drive self-reflection and reflection in others to ensure learning in both formal and informal settings.
- Leadership and presence that connects and engages young people.
- Ability to shape and nurture a team culture that allows players to perform at their best.
- Strong relationship building skills that promote effective communication and high-level emotional intelligence.
- Cricket knowledge relating to the technical and tactical requirements of the game with a demonstrated history and ability to coach at performance level.
- Coaching qualification relevant to leading a regional age-group team.

2. Key Responsibilities

- Lead the planning, preparation and delivery of the ND Under 19 tournament programme.
- Assist and contribute to the creation of an inclusive and safe learning environment that has clear expectations and behaviours which promote the development of players holistically, in line with the ND HP Strategy.
- Regular interaction and communication with players and staff to develop strong relationships across the environment.
- Contributing to the requirements relating to Athlete Management recording through established processes.
- Contribute to the selection process of the ND Under 19 squad as required.

- Contribute to the player review process at the conclusion of the National Under 19 tournament in Lincoln.

3. Performance Indicators

The development of ‘first-class ready’ athletes that have the foundations to be future international cricketers (Blackcaps & White Ferns) are important outcomes for the Northern Districts Cricket Association and great reward for the people within our programmes. We believe that these outcomes are directly influenced by the success of the coach’s ability to achieve the following Key Performance Indicators. It is therefore determined that coaching roles within the Northern District Cricket Performance and Talent Programmes will be assessed around the following 5 key areas directly:

- a) Vision & Strategy
- b) Shape the Environment
- c) Build Relationships
- d) Technical Craft
- e) Learn and Reflect

These areas are outlined in greater detail below.

(a) Vision and Strategy

- Alignment to the NDCA HP Strategy.
- Be open to challenging the traditional cricket pathway and performance environment and excited by the opportunity that innovation brings.
- Connect and contribute the Northern District coaching team across male and female programmes.
- Invest in and contribute to the National Programmes, driving this positively through our environment.
- Effectively and consistently communicate your plans and how they will be measured.

(b) Shape the Environment

- Pull people together, build alignment and a cohesive yet challenging culture across the environment.
- Build strong connections through empathy, vulnerability and meaningful communication.
- Be an agent of change, with strong presence that leads the changing of attitudes, behaviours and standards which are required for Northern Districts Cricket to lead cricket in New Zealand.
- Foster respect for individuals, programme, environment and broader cricket objectives across the region and the country.
- Embrace the opportunity to positively influence the cultural norms and expectations across Northern Districts Cricket.

(c) Build Relationships

- Provide strong leadership built on deep connections established across all staff and players both within Northern Districts and our District Associations. This includes being open and showing vulnerability in the way you lead.
- Demonstrate genuine and enduring interest and support of people’s lives beyond cricket.
- Influence key stakeholders beyond players and coaches to support the journey.

- Be an agile leader who can adapt style and approach to get the best from different types of people and situations.
- Engage and develop strong relationships across the coaching and management team that allow for strong collaboration and connection, whilst promoting the ability to challenge appropriately.

(d) Technical Craft

- Lead the environment in the implementation of cricket specific plans and skill acquisition.
- Educate players around the technical and tactical elements relating to all formats of cricket.
- Facilitate the individual development of players and their skill sets to support their formal performance plans. Strong focus on identified skill set as part of the overall coaching plan.
- Bring an innovative mindset to coaching that allows you to work in alignment with the NDCA philosophy and provides a challenging yet enjoyable environment.
- Utilise developments in intelligence and trends to inform plans and key decisions. Ensure that key focuses are measurable to provide continual reflection and feedback relating to progress and performance.

(e) Learn and Reflect

- Promote and exhibit a solutions-based approach to challenges that present themselves.
- Engage in regular mature self-reflection to manage self, situations and others in a complex cricket environment. Leading through example the importance of quality reflection and the skills associated with the practice.
- Rely on your strong set of personal values and leadership philosophy to lean-in and positively impact in challenging settings across individuals and the environment.
- Foster continuous improvement through regular monitoring, reviews and problem solving.
- Engage and support learning opportunities across the region.

ND Organisation Values

- **Stronger Together**

Connection is important to us. We go out of our way to create relationships across our community. We champion diversity and inclusion through our actions and language. We demonstrate our respect by helping one another, challenging in the right way and celebrating wins.

- **Build on our Foundations**

Our 'go to' mindset is improvement, whilst respecting our history. We never settle. We seek knowledge and take responsibility for our own growth. We are brave enough to share our own thoughts and ideas whilst actively listening to others.

- **Play Our Way**

We take the courageous route in all we do. The easy option is NOT an option. We bring the right attitude and energy everyday. There is care in what we do. We enjoy ourselves and take responsibility for creating a positive environment. We take a leadership stance. We are bold and want things to happen 'here' first.

