



## **About Olympia Gymnastic Sports**

Olympia Gymnastic Sports is the amalgamation of three Canterbury clubs: Avon City Gymnastics, Kudos Rhythmic Academy and Aerials Trampoline. Planning for the amalgamation commenced in January 2000 and culminated in the move into the Wigram Gymnasium on 1st July 2003.

Olympia Gymnastic Sports is a gymnastics club in that provides coaching for four codes of gymnastic sports, Women's Artistic Gymnastics, Men's Artistic Gymnastics, Rhythmic Gymnastics and Trampolining. Olympia also offers a wide variety of recreational and competitive pathways.

Olympia Gymnastic Sports' objective is that athletes enjoy their sport and demonstrate continual progress while being recipients of quality coaching in a safe, positive environment that offers opportunities to participants at all levels. Olympia has over 400 members.

## **About Rhythmic Gymnastics at Olympia**

Competitive Rhythmic Gymnastics at Olympia follows two streams, levels and international. Most gymnasts compete in the levels stream, beginning at level 1 and progressing through to level 10. The International stream is for girls who have the skills required to compete at national or international level. Most rhythmic gymnasts at Olympia compete individually, but there is also an option for them to compete as a team.

In New Zealand, the competition season runs from March-July for senior gymnasts and July-October for Junior gymnasts. There are several local and provincial competitions for gymnasts to enter, with the season culminating in the National Championships.

## **About the Role**

This role of Lead Coach - Rhythmic Gymnastics at Olympia Gymnastic Sports is a newly created role. The role will be a combination of leading, coaching, mentoring, and planning. There will also be the need for the successful applicant to contribute to the implementation of Olympia's Competition Coach Strategy. Evening and weekend work will be a requirement of the role however in line with good HR practices Olympia Gymnastic Sports advocates and supports work-life balance and staff well-being. Although the role is a fixed term employment role there is the opportunity for this to become a continuing employment role should the Olympia rhythmic gymnastics programme develop and grow over the first twelve months. The commencement date for the role is 1 March 2021 however this is negotiable depending on the successful applicant's current circumstances.

# Job Description

<b>Job title:</b>	Lead Coach - Rhythmic Gymnastics
<b>Reports to:</b>	General Manager
<b>Reports:</b>	Rhythmic Competition Coaches
<b>Status:</b>	Fixed Term Employment Agreement – 12 months
<b>Group:</b>	Competition

## **Our Coaching Vision:**

Olympia's competition coaches are recognised as the benchmark in New Zealand gymnastics

## **Our Coaching Mission:**

Olympia coaches will provide athletes with the coaching they need to achieve their goals

## **Our Coaching Strategic Plan Outcomes:**

- Athletes feel safe, they are happy and there is mutual respect between athlete and coach.
- A collaborative coaching culture that leads to improved and sustainable performances on the national stage.
- There is an increase in our membership due to the way our coach's coach.
- Olympia coaches understand their role; they understand what they are accountable for and the performance targets they are expected to achieve.
- There is a clear and transparent Olympia coach pathway.
- Coaches want to coach at Olympia.

## **Desired Experience and Skills:**

- A background that demonstrates excellent verbal and written communication skills.
- Skilled in developing strong relationships, demonstrating leadership, and the ability to relate to people from different backgrounds, abilities, and cultures.
- Experience in influencing change in attitudes, behaviours and processes, and leading change.
- Is qualified as a Senior Coach (FIG Level 2) on the Gymnastics New Zealand Coach Qualification Pathway or international equivalent.
- Five years' experience coaching international level rhythmic gymnasts.
- Has led rhythmic gymnastics teams at national and international competitions.
- Has a tertiary education in an area that supports gymnastics coaching i.e. teaching, psychology, physical education, or human development.
- Has experience in developing and implementing annual performance and operational plans.
- Has mentored other coaches through a formal coaching pathway.
- Is skilled in using the Microsoft Office suit.

## **Required Personal Characteristics:**

- Is caring, polite and respectful
- Understands the impact their behaviour has on others
- Continually seeks and takes on feedback from others
- Tailors behaviour and messages appropriately
- Keeps confidences
- Remains humble
- Continually challenges their own ability
- Has a fixation for learning

**LEAD COACH**  
**RHYTHMIC GYMNASTICS**  
**Position Description**

<b>Reports to:</b>	General Manager
<b>Reports:</b>	Rhythmic Competition Coaches
<b>Functional Relationships:</b>	Athletes Administration Staff Head Coaches Code co-ordinators Judges Parents Gymnastics New Zealand
<b>Status:</b>	Fixed Term Employment Agreement – 12 months
<b>Hours:</b>	35
<b>Location:</b>	Predominantly the premises of Olympia Gymnastic Sports, 29 Corsair Drive, Wigram Park. However, some coaching may be required at alternative facilities.

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**ROLE OBJECTIVES**

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- Olympia's Rhythmic gymnast's welfare is viewed by all coaches as absolute paramount, gymnasts are happy and demonstrate appropriate progress.
- There is an increase in Olympia's Rhythmic membership due to the way our Rhythmic coach's coach.
- Olympia has a clear and transparent Rhythmic coach pathway.
- All of Olympia's Rhythmic coaches have development plans, they receive continual mentoring and development opportunities.
- Olympia's Rhythmic coaches work as a team, they are relentless learners and are recognised as the best Rhythmic coaching team in New Zealand.
- Coach collaboration across codes is considered Olympia's competitive advantage.
- There is timely communication with key stakeholders including parents, the General Manager, Olympia's administration staff, coaches, and Gymnastics New Zealand.

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## KEY RESPONSIBILITIES

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### SPECIFIC

- Advocate and contribute to the implementation of the Olympia Competition Coach Strategy.
- Lead the development of an Olympia Rhythmic Gymnastics coaching plan and pathway.
- Oversee the development of Olympia's Rhythmic coaches including the facilitation of coach development plans, mentoring, and critiquing of performance advancement.
- Lead the development of the Olympia Rhythmic gymnast pathway and oversee decisions made regarding athlete progression.
- Oversee the monitoring of gymnast's loading ensuring progress is age and skill appropriate.
- Retain a record of Rhythmic gymnast's injuries, and in combination with the gymnast's coach develop a 'return to sport' plan.
- Ensure all gymnasts can participate or compete in relevant regional, national, and international competitions.
- In liaison with the code co-ordinator develop Olympia's Rhythmic Gymnastics competitive class term schedule and yearly competitive training timetable.
- Coach athletes where and when required. This may include international, stages, levels, recreation, and the school holiday programme.
- Work with athletes to develop routines including finding appropriate music and teaching the routine.
- Lead Olympia's Rhythmic Gymnastics team at regional and national competitions.
- Know the rules and regulations of the Rhythmic Gymnastics code and be the spokesperson for Olympia regarding any complaints, disputes, or disagreements at competitions.
- Address parents at the start and end of each term with the purpose of communicating Olympia's Rhythmic Gymnastics plan, expected progress of their children and outcomes achieved.
- Develop and implement a process for identifying athletes within the recreation or holiday programme to be transitioned into the Rhythmic Gymnastics programme.
- Be part of the screening and interview panel when recruiting new Rhythmic coaches to Olympia.
- In conjunction with the General Manager address any complaints regarding Olympia's Rhythmic Gymnastics programme as per the Olympia Gymnastics Sports Complaints Policy.
- Undertake weekly equipment safety checks and report back any concerns to the General Manager.
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### GENERAL

- Ensure all duties are undertaken in accordance with Olympia Gymnastic Sport's policies and procedures including
  - Olympia Gymnastics Coach – Code of Conduct
  - Olympia Health and Safety Plan
- Keep up to date with DFNZ Anti-Doping Information
- Provide support to Olympia's promotional activities as required by the General Manager

- Perform any additional duties or special projects that may be required and agreed to from time to time with the General Manager.
- Follow the apparatus use schedule

To apply for the Lead Coach – Rhythmic Gymnastics role, please send your cover letter and CV to [manager@olympia.org.nz](mailto:manager@olympia.org.nz)

**Closing date is 29 January 2020**