

**Faculty:** Maties Sport

**Department or Division:** Maties Hockey

**Postitel / Job title:** Maties Hockey Men's First Team Head Coach

**Duties:** Core responsibilities include:

**Recruitment and Retention:**

- Establishing, optimising and implementing a three-year (2021-2023) Recruitment and Retention Strategy of talent identification, scouting and recruitment that corresponds with SU's admissions policy and academic requirements;
- Establishing, optimising and implementing a three-year (2021-2023) sport bursary budget in line with Maties Sport allocations that incentivises the recruitment, development and retention of BCI student-athlete hockey players; and collaborating with Maties Hockey Club Coaches;
- Implementing a long-term player development pathway for First Year Hockey players that is aligned with the sustainable bursary budget;
- Head of the Maties Hockey Men's Recruitment Committee (consisting of: Men's' First Team Head Coach, Assistant Men's First Team Coach, Vics Men's Coach; Hockey Club Manager) to recruit junior and senior players to the club who will grow within the club in order to represent the priority teams;
- Promoting the quality of opportunities for the ACI students as a priority strategic objective;
- Working with the Senior Sport Manager and the Deputy-Director Maties Sport High Performance in the facilitation, implementation and monitoring of the annual sport bursaries budget according to Stellenbosch University's and Maties Sport's requirements for the final approval from the Chief-Director: Maties Sport.

**Coaching**

1. Coaching the Maties Men's First Hockey Team for the Varsity Sport Hockey Competition. This includes before and during the tournament, annually running from 20 January to end May;
2. Coaching of the Maties Men's First Hockey Team for the University Sport South Africa (USSA) Hockey Competition. This includes before and during the tournament, annually taking place during the first week of July during the University's mid-year holiday period;
3. Coaching the Maties Men's First Hockey Team for the Western Province Grand Challenge League Competition running annually from March to end September;
4. Performing required coaching sessions (team, positional, individual) with student-athletes, specifically ACI individuals to be equipped and skilled to move to the top teams within the Maties Hockey Club structure (long-term student-athlete development planning and implementation);
5. Chairing weekly meetings with the Maties Hockey Coaches and coaching support staff for planning practice sessions as well as growth opportunities and the pathway for players to enhance retention. Keeping written records of these meetings to assist reporting processes;
6. Managing and being responsible for the Maties Hockey Men's Coaching program, which includes the Vics Men's Team, and the third, fourth, fifth and sixth men's teams. Implementing a coaching performance evaluation system to evaluate performance in line with Maties Sport's and Maties Hockey's strategic objectives;
7. Establishing hockey coaching mentorships and continued educational plans within the Maties Hockey Club coaching structures for all Maties Hockey Men's team coaches;

8. Developing and implementing a coaching development pathway and performance evaluation system, within Maties Sport transformation strategy, for identified coaches within the current Maties Hockey coaching structure;
9. Playing an active role in the management and continued education and development of all Maties Hockey Club Men's team coaches in all the competitions;
10. Arranging Hockey coaching workshops and external trainings for Maties Hockey coaches;
11. Hosting coaching courses for school and club coaches to grow the relationship with the communities, especially within the ten local high schools;
12. Implementing a recruitment plan, pathway for Residence Hockey participants.

### **Integrated Medicine and Science (IMAS) and Student-Athlete Support**

1. Managing and implementing an effective IMAS programme to ensure continued enhancement of performance in all competitions and leagues, in close collaboration with the Strength and Conditioning and medical staff of Maties Sport and Campus Health Services;
2. Ensuring individual performance assessments on all bursary student-athletes to ensure commitment to the academic and hockey performance standards and coaching development programmes;
3. Ensuring the full participation of all student-athletes and actively promoting the Maties Sport PACER programme aimed at ensuring both academic and holistic personal development;
4. Supporting the empowerment of Maties Hockey Men's Team coaches, teams and student-athletes to optimise the use of evidence-based interventions that ensures the enhancement of athletic performance;
5. Supporting the Maties Sport Injury clinic and injury management programme through injury reporting;
6. Promoting, supporting and assisting in all Maties Hockey HP Squad members to comply with the Smartabase Training Monitoring programme implemented by Maties Sport;
7. Contributing to the overall functioning of the Maties Hockey annual performance plans and its future by accepting responsibility for sustainability and adhering to a code of high-performance ethics;
8. Promoting Drug Free Sport amongst the student-athletes.

### **Operational Excellence:**

1. Conducting weekly planning meetings with the Maties Hockey Men's First team support staff of the HP squad of Maties Hockey Men;
2. Submitting reports and having monthly meetings with the Deputy-Director Maties Sport High Performance and Maties Hockey Club Manager;
3. Conducting regular planning meetings with the support staff of the Maties Hockey Men's First Team;
4. Submitting pre-season planning to the Senior Sports Manager: Hockey and Deputy-Director Maties Sport High Performance;
5. Being an active participating and contributing member of the Maties Hockey Club Committee;
6. Preparing relevant written reports for the Management Committee and Executive Committee Meetings;
7. Collaborating with Maties Hockey Club Manager and Deputy-Director Maties Sport High Performance to maximise the HP IMAS budget and performance enhancement service interventions;
8. Designing a sustainable bursary budget application that aligns with the Maties Hockey Club's three-year-recruitment and retention strategy (junior and senior structure);
9. Providing strategic input and initiative in re-evaluating the Maties Hockey Club's Men's immediate three-year structure of competitions, league and residence participation to ensure long-term financial sustainability.

**Functional Relationships:**

The Head Coach reports directly to the Hockey Senior Sport Manager. The Head Coach will also be required to work closely with the Deputy-Director, Maties Sport High Performance, and all services providers forming part of the performance enhancement team of Maties Hockey Club and all other relevant coaches and support staff within the Club.

The Head Coach will also serve on the Management Committee and the Executive Committee of the Maties Hockey Club.

**Job requirements:**

- Minimum of three years' experience in the delivery of high-performance coaching/assistant-coaching within a Hockey High Performance coaching role, implementing scientific support services in an acknowledged sport organisation such as a leading tertiary institution or comparable situation in the private sector;
- Minimum of three years' experience in coaching a senior hockey first team;
- Minimum of SAHA Level 2 coaching accreditation or equivalent recognised coaching course;
- The ability to work effectively as part of an Integrated Medicine and Science and Coaching team;
- The ability to give strategic direction in an ever-increasing professional environment;
- Participative and effective leadership and management style;
- High level of management and leadership skills;
- Strong interpersonal skills;
- The ability and sophistication needed to interact with business, government, federations/unions/franchises and other national stakeholders such as schools;
- Result-oriented;
- Computer literacy with regards to MS Word, Excel, PowerPoint and Outlook;
- Administrative skills - Providing accurate and informative written and verbal reports;
- The ability to take initiative, be innovative and to function effectively under pressure;
- The ability to prioritise effectively;
- Accuracy in performing administrative tasks;
- Excellent time management skills;
- The ability to respect and maintain confidentiality;
- Willingness and availability to work after hours, including evenings, weekends and public holidays;
- Valid driver's licence and own transport.

**Commencement of duties:** 1 September 2020 – 30 September 2023

**Navrae / Enquiries:** Reggie Smith on 0825780840, or at [rjs@sun.ac.za](mailto:rjs@sun.ac.za)

**Sluitingsdatum / Closing date:** 12 June 2020