



**Proposed Performance Support Structure 2024/25**

<p><b>Board</b></p>	<p>Hold CEO accountable to key objectives of the Performance Framework.          Approve Performance Lead and Development Lead appointments.          Approve squad selections at the start of the season as submitted.</p>	<p><b>Selection Panel/s</b>          Each teams selection panel will be made up of the following respective positions:          - Performance Lead          - Head Coach / Selector          - Assistant Coach / Co-Selector</p>			
<p><b>CEO</b></p>	<p>Oversee Performance Lead &amp; Development Lead, including review/s, appointment, &amp; establishment of KPI's.          Establish the Performance Program in collaboration with the Performance Lead &amp; Development Lead.          In collaboration with the Performance Lead &amp; Development Lead review &amp; confirm policies &amp; procedures.</p>				
<p><b>Performance Lead (PL)</b></p>	<p>Oversee and manage the Performance Framework to ensure focus areas are established and met.          Facilitate team selections, and ensure all are made in-line with the selection policy, undertaken in a timely manor, and are communicated to the respective players.          Manage Team Officials and appoint Team Officials in collaboration with the CEO and appointed Board Member.          Have an active relationship with Bowls NZ seeking program alignment, and promotion of Auckland players.          In collaboration with the CEO be responsible for all policies and procedures, including delivery.          In collaboration with teams Head Coaches/Selectors, ensure that all logistical requirements including flights, accommodation, and uniform are catered for.</p>				
<p><b>Development Lead (DL)</b></p>	<p>Lead the development of performance coaches.          Ensure a talent identification process is established and communicated.          Be the link between teams, tracking selections and players' performance.          Create and manage key player tracking documents for identified players ((i.e., by creating and maintain a 'depth chart').          Support the adoption of IPP's for players and coaches.</p>				
<p><b>Team Officials</b></p>		<p><b>Premier / Development Men</b></p>	<p><b>Premier / Development Women</b></p>	<p><b>1 to 5 Year Men &amp; Women</b></p>	<p><b>Under 26</b></p>
<p><b>Head Coach / Selector</b></p>	<p>Build a strong team culture, that lives out the 'Auckland Way' and the respective policies.          Be the Convenor of Selectors whilst adhering to the selection policy as agreed.          Responsible for the communication of selections to all players (including those who don't make the team).          Lead the team during events including positional play, and any coaching advice that improves performance.          Ensure teams / players are ready to perform by ensuring previews / reviews are conducted for every event.          In collaboration with PL and DL lead player reviews and performance development plans.          In collaboration with PL and DL ensure the on and off-green program is delivered as agreed.</p>				
<p><b>Assistant Coach / Co-Selector</b></p>	<p>Be the active link between the Performance Program and clubs / community, including attending centre / club events.          Identify potential players, and collaborate with the Head Coach and DL to ensure identified players are being tracked.          Support the Head Coach and DL to ensure that succession planning and a link between all teams is present.          Attend all selection meetings.          Act as the Head Coach / Selector for the respective Premier Development Team.</p>				
<p><b>Performance Coach/es</b></p>	<p>Attend and lead on-greed trainings with targeted sessions that add technical and/or tactical value to players.          Assist the Head Coach in providing specific expertise and ensuring players have individual development plans.          Evaluate player performance (training and competition) to provide insights for Selectors.          Assist players when applicable on a one-on-one basis.</p>				
<p><b>Manager</b></p>	<p>Co-ordinate and manage off-green activities.          Ensure all players complete code of conduct and other player requirements prior to participating.          Liaise with Head Coach to organise the logistics of team trainings.          Manage all uniform requirements.          Manage all catering and logistical requirements at events and trainings.          Provide match reports, event summaries and photos for each event.</p>				

**NB** The exact structure will be confirmed once the application and appointment process has been completed.