

BASKETBALL NEW ZEALAND INCORPORATED

JOB DESCRIPTION

JOB TITLE

BBNZ High Performance Wellbeing Advisor

PURPOSE

The primary responsibility of the role will be to work at a systems level in coordination with the HP team of BBNZ to equip, empower and support identified coaches, athletes and support persons in their holistic development as they progress through the 3x3 and 5x5 pathways from U15 to senior levels of performance.

Importantly, the role holder will lead the development and implementation of wellbeing policies and practices to engage and support our HP teams and wider stakeholders. They will build strong relationships to establish Wellbeing initiatives that are evidence based and suitable to implement across various stages of the HP Pathway. The role holder will have a strong sense of purpose and personal drive that will enable wellbeing to be authentically integrated and woven through all elements of BBNZ HP. The role holder will be experienced in establishing systems that support age grade athletes in their holistic development and be motivated to develop engaging mediums that connect our HP people to appropriate forms of learning befitting their age and stage of development. Their performances will be enabled through strong relationship building skills, self-motivation and an ability to work both independently and as part of a team. Across the BBNZ HP landscape there are a diverse range of cultures to connect with and inspire. To be successful, the role holder will be able to communicate clearly and concisely to different audiences, with a keen desire to learn and grow.

SPECIFIC DUTIES & RESPONSIBILITIES

KEY TASKS & DELIVERABLES

The HP Wellbeing Advisor role has three core functions:

Development and Implementation of a HP Wellbeing Framework to support BBNZ's HP strategy.

The framework designed, implemented and evolved will provide resources to identified high-performance athletes across the pathway to appropriately support them to develop according to their age and stage of development and in accordance with their Individual Performance Plan (IPP). The content and resources within the framework will endeavour to find the right balance between wellbeing, engagement in activities outside of training and competition, and preparing athletes for the requirements of elite Basketball. The framework will support BBNZ's identified high-performance athletes in the areas including, but not limited to: Wellness/Mental Health, Career and Education, Personal Development, Conduct and Professionalism.

Within their duties, the role holder will;

- Provide leadership, guidance and resources to the HP system, focusing on mental health, community engagement and professional development in relation to safeguarding and welfare issues.
- Raise the awareness of necessary safeguarding and policies to ensure the safety and wellbeing of young athletes and management. Within this, the role holder will organise training and education so that staff are aware of safeguarding/protection training opportunities and policies.
- Act as the point of contact for BBNZ with Oranga Tamariki, NZ Police and other relevant agencies.
- Take shared accountability for creating a HP culture within each programme and campaign by owning and fostering BBNZ values and behaviours.
- Work in coordination with both BBNZ HP staff and relevant campaign management to construct campaign and travel plans that are to be executed in line with best practice measures. These will support all parties in relation to domestic and international events (e.g., safe transit and accommodation aspects).

Support of Identified Pathway Athletes (directly and indirectly)

Through their immersion within the HP team and development of strong relationships within each national team, the role holder will establish context appropriate cycles of communication with identified persons (athletes, management and other key stakeholders). Within these relationships, key priorities will include

at least the following aspects:

- Providing quality advice to the relevant HP Programme Managers, National Head Coaches and BBNZ Medical Advisor as part addressing challenges related to each individual athlete's journey and overall campaign plans.
- Establish systems and implement policies to support athletes as they navigate the demands of HP sport, so that they find a balance between wellbeing, engagement in activities outside of training and competition, and the requirements of elite high-performance sport
- In partnership with relevant HP Programme Manager and National Head Coaches, contribute to the development and delivery of effective inductions, transitions and exits for athlete entry and exit connection meetings (age grade compulsory).
- Develop and lead various initiatives, including facilitating workshops or group sessions with subject matter experts where appropriate, covering areas such as; Mental Health and Wellbeing, Self-Awareness education (including Family and Cultural), Financial management

Contribution to the development of a global communication platform

The role holder's duties will include;

- Optimisation of BBNZ's designated communication platform (for example Teamworks) to connect athletes, management and appropriate stakeholders to ensure all areas of Wellbeing are addressed appropriately. This would include, at a minimum, collection and input of individual player and team Wellbeing information to the designated database.
- Work collaboratively with HPSNZ, Sport NZ and wider elite networks to share knowledge and leverage opportunities to holistically support the wellbeing of our HP people across the pathway.
- Working with HP staff and external stakeholders to appropriately communicate the experiences of our athletes across the decentralised programmes and all stages of the pathway.

GENERAL DUTIES & RESPONSIBILITIES

- Be punctual and work the hours and times specified.
- Prioritise workload to ensure work of the greatest importance to the business is undertaken with urgency and to a high standard.
- Support and help develop a positive workplace culture.
- Demonstrate excellent interpersonal communication skills.
- Responsibly manage all business resources within accountability levels.
- Undertake all duties and responsibilities outlined in this job description and all other duties as required by the business.
- Comply with all employment obligations.
- Promptly undertake to complete all reasonable and lawful instructions and directions given.
- Serve the business in good faith, promoting and protecting the business's best interests.
- During work time, and such other times as may be reasonably required, dedicate all effort to the execution and fulfillment of the duties, responsibilities, obligations, and instructions related to employment.
- Demonstrate through own actions a commitment to Health and Safety at work when undertaking work or observing others in the workplace.

SKILLS, EXPERIENCE & EDUCATION

WORK EXPERIENCE

- Experience working in the mental health, allied health, public health and/or wellbeing sector
- Experience in the development and delivery of mental health education and wellbeing promotion
- Experience supporting organisations as they develop their mental health and wellbeing programmes and processes
- Experience developing, managing and maintaining stakeholder relationships
- Experience communicating with a wide range of stakeholders and audiences

Desirable:

- Experience working in a sport setting (community and high performance).
- Demonstrated ability to establish Health, Safety and Wellbeing programmes (preferably in a sporting context)
- Demonstrated ability to lead and influence in wellbeing, health, and safety matters using various communication platforms to build relationships and communicate with internal and external stakeholders

KNOWLEDGE

Desirable:

- Knowledge of mental health and wellbeing theory and practices
- Knowledge of the effectiveness of different mental health and wellbeing education tools and strategies across a spectrum of demographics
- Understanding of how to manage sensitive information

SKILLS

- Stakeholder relations: Ability to build and maintain highly effective relationships
- Communication: Ability to present and explain complex ideas or information with simplicity to a range of audiences, including rangatahi.
- Engagement: Ability to effectively engage with individuals from varied cultural backgrounds
- Project management: Highly organised, with ability to ensure projects run on time and to budget
- Influential: Ability to influence behaviours and thinking
- Critical Thinking: Decision making and problem solving
- Resource development: Ability to use technology and creativity to engage diverse stakeholders