



Athlete Development Lead Park, Pipe and Freeride Snow Sports New Zealand

Section A

POSITION	Athlete Development Lead
DISCIPLINES	Park, Pipe and Freeride
REPORTING TO	SSNZ General Manager High Performance
DIRECT REPORTS	TBC – Contract Coaches TBC – Camp Managers
LOCATION	Wānaka
HOURS OF WORK	Part time – hours variable based on need / time of year as agreed.
TERM	Fixed Term through mid 2026

Section B

POSITION PURPOSE

The Athlete Development Lead role supports Snow Sports NZ's High Performance Park, Pipe and Freeride pathways by delivering targeted athlete development initiatives to Pre-High Performance athletes. This role evolves, implements, and manages the SSNZ Pathway Programme, facilitates athlete inductions and transitions, and coordinates international Pre-HP opportunities.

The Pathway Programme provides a structured development system for Pre-HP athletes, offering clear progression opportunities through on and off snow camps, individualised support via Individual Performance Plans (IPPs), and engagement with regional coaches and providers. This role ensures that all stakeholders understand the purpose and deliverables of the programme, promoting consistency and alignment with Snow Sports NZ's long-term athlete development goals.

The Athlete Development Lead ensures that athletes, their families, and regional programmes have a clear understanding of Snow Sports NZ's delivery in the pathway through structured induction processes, regular communication, and feedback opportunities. Regional Development and National Development athletes will be clear on support available to them and have a thorough understanding of the High Performance pathway and how to navigate through it.

The Athlete Development Lead is also responsible for coordinating Northern Hemisphere training opportunities through both contracting coaches and delivering camps and/or building relationships with Northern Hemisphere providers and connecting Pre-HP athletes with those programmes. The role will manage a budget and be responsible for targeted investment into Northern Hemisphere opportunities

ensuring athletes receive tailored coaching support and competitive exposure to accelerate their pathway progression.

As a part time, periodized role, Snow Sports NZ is prepared to work with the right person to meet individual needs and schedules. Snow Sports NZ is investing in key Pre-HP initiatives now, with the intention to expand our support in 2026 after confirming our funding for the next Olympic quadrennial.

Snow Sports New Zealand High Performance Targets

People		Performance	
Success Profile	Measure	Success Profile	Measure
Our people are safe	100% of respondents report a psychological safe environment – our people are safe	Our talent is nurtured and progress	50% conversion from development to elite
Our people are learning and progressing	100% of respondents reports progress against IPP goals	Our Talent is confirmed Globally	10 Junior World Champs Podiums
Our People have positive experience	90% of respondents report positive HP transitions	We win on the World Stage	25 World Cup Podiums 6 World Championship Podiums
Our People are happy and healthy	Days loss to Injury/illness decrease	We have Olympic and Paralympic Success	3+ Olympic Medals 3+ Paralympic Medals

Section C

DELIVERABLES

1. Pathway Programme

- Lead the design, implementation, management & review of the Pathway Programme for Park and Pipe and Freeride disciplines, ensuring alignment with SSNZ's High Performance Development Framework.
- Ensure all stakeholders, internal and external, are clear on the purpose and deliverables of the Pathway Programme.
- Lead the development and management of Individual Performance Plans (IPPs) for Pre-High Performance athletes. Conduct one-on-one sessions with athletes to build and track their IPPs, ensuring goals are clear, measurable, and aligned with their age and stage of development.
- Organise and run impactful on and off snow camps based on athlete IPPs. Ensure clear criteria for involvement, clear goals and outcomes, and ensure all camps follow Snow Sports NZ standards in safeguarding, H&S, and all other relevant policy.
- Regularly engage with regional providers & coaches to ensure cohesive delivery and regular communication opportunities, including monthly check ins with regional programme directors.
- Facilitate open engagement and regular communication with parents to ensure a high level of connection throughout the programme as well as a clear understanding of High Performance.

2. Inductions & Transitions

- Implement and evolve induction processes for parents and athletes entering the programme, fostering long-term engagement and understanding.
- Work with High Performance Manager to evolve the Rocketship profiles.

- Ensure athletes and parents are clear on levels of support provided, and timelines of support availability.
- Successfully transition athletes into and out of the Pathway Programme through efficient utilisation of IPPs.

3. International Pre-HP Programmes

- Facilitate overseas progression opportunities by linking athletes with international providers or private coaches. Manage & maximise the budget for these opportunities, selecting appropriate overseas providers or hiring and managing contractors to enable athletes' development via Snow Sports NZ camps.
- When organising travelling camps, ensure there are proper safeguarding procedures in place for parental care or House Managers acting in loco parentis. When hiring a House Manager to provide loco parentis, ensure a thorough hiring and vetting process, with time for the House Manager to meet athletes and parents and learn about what environment we are asking them to facilitate.
- Ensure all contract coaches and house managers are clear on their roles, responsibilities, and obligations under SSNZ policies.

Section D

PERSON SPECIFICATION

Essential Experience and Skills:

1. Proven experience in athlete development within High Performance or pathway programmes.
2. Strong understanding of the New Zealand sports landscape, particularly in snow sports or similar disciplines.
3. Experience designing and implementing athlete development frameworks.
4. Excellent stakeholder management skills, with the ability to engage and influence diverse groups.
5. Competency in creating and managing Individual Performance Plans (IPPs).

Desirable Experience and Skills:

1. Familiarity with Northern Hemisphere training environments and private development programmes.
2. Knowledge of international best practices in athlete pathway development.
3. Proven experience in coach development, including implementing coach development frameworks.

Core Competencies:

1. **Relationship Building:** Ability to establish trust and collaboration with parents, coaches, and stakeholders.
2. **Strategic Thinking:** Skilled at designing systems and strategies that drive long-term success.
3. **Communication:** Clear and transparent communication, tailored to diverse audiences.
4. **Resilience:** Maintains focus and energy under pressure, with a commitment to achieving outcomes.
5. **Planning & Projects:** The ability to define a project and prioritise and deliver under tight timelines.
6. **Teamwork:** Ability to understand role in the team and work collaboratively in High Performance environments.

SECTION E: KEY RELATIONSHIPS

Internal:

1. General Manager High Performance

2. Park and Pipe Head Coach
3. High Performance Manager
4. High Performance Coaches
5. Competitive Pathways Manager
6. SSNZ & HPSNZ Staff

External:

1. Regional Programme Leaders
2. Athletes
3. Parents & whanau
4. Resorts and Schools
5. Northern Hemisphere Programme Providers
6. Athlete Development experts domestically and internationally