



SOUTH AFRICAN NATIONAL CLIMBING TEAM OFFICIALS
Request for applications to the positions of Team Manager, Head
Coach and Assistant Coach for the 2019 Youth World
Championships

Introduction

These are volunteer positions for officials to accompany the South African Youth Team to the 2019 Youth World Championships (“YWCH”). These roles are unpaid but substantially all subsistence and travel expenses will be covered by the competing athletes. Officials are responsible for all personal spending money and “excessive” subsistence expenses.

This document seeks to outline the application process and give a job description of each of the main Team Officials roles. This document is not intended to be an exhaustive list of every activity that an official may be required to perform but only the more important attributes, which a potential candidate should possess and demonstrate, in order to be considered by the SANCF.

The significant roles are the Head Coach, Assistant Coach and the Team Manager to the 2019 YWCH. In instances where the team is too small to warrant three officials, the roles of the Assistant Coach and Team Manager may be merged or the Assistant Coach role may fall away. As the appointments will be announced prior to the finalization of the Youth Team these appointments will be provisional and will be confirmed once the final team size is known. Similarly if the needs of the team warrant a separate coach for any discipline (e.g. lead or boulder) the SANCF may appoint such specialized coaches.

The provisionally selected coaches will form part of the committee responsible for selecting the athletes to the South African National Climbing Team.



Call for Applications:

A call for applications for Team Manager, Head Coach and Assistant Coach for the YWCH 2019 team is now being made. Applications will be accepted from any applicant who meets the criteria laid out in this document.

A CV outlining relevant experience and a covering letter setting out reasons why the applicant would suit the position are required. Character references from contactable SANCF affiliated climbers, and/or parents and/or administrators will also be taken into consideration.

These documents are to reach the SANCF Secretary on secretarial@sancf.org by no later than 15 December 2018.

Job Descriptions

The Team Officials will usually comprise the Head Coach, Team Manager and Assistant Coach as well as any other official as required from time to time. The importance of interaction between these people cannot be stressed enough.

1. Team Manager:

The Team Manager has overall responsibility for the planning, management and smooth running of the SA team's participation in the 2019 YWCH.

The primary role of the Team Manager is to ensure that the end to end logistics of the event are organised and run seamlessly. This includes, *inter alia*:

- All pre departure administration and organisation (finance and logistics).
- All logistics, administration, official communications and financial organisation whilst at 2019 YWCH.
- All communications with the team members and their families, before, during and after the event.

The Team Manager needs to be a mature individual. Management ability, communication



and organisation are key to the success of the Team Manager. The Team Manager needs to be available and free of any other commitments for the duration of the event.

This role can be split into two roles: Local Team Manager for pre-event planning and logistics; and International Team Manager to travel with the team and take care of all their needs while abroad. Applicants are free to apply for either or both roles.

2. Head Coach

The Head Coach will be responsible for the general outline of events, pre-event training and other training aspects before and during the event.

The Head Coach is key to ensuring that all selected athletes are fully trained and prepared both mentally and physically for the 2019 YWCH international competition.

The primary goal of the Head Coach is to ensure maximum performance from our athletes by:

- Liaising with provincial and individual coaches to understanding the various training programs and needs of the individual athletes.
- Ensuring that the athletes are psychologically and physically ready for their climbs during the event. Individual exercise, warm-ups, rest, nutrition and motivational routines to be optimised during the event.
- Ensuring that each team member is aware of his/her schedules and is ready for each climb in which they participate.

3. Assistant Coach:

The responsibilities and role of Assistant Coach are somewhat similar to that of Head Coach, but differs in the following manner:

- The Assistant Coach is a support to the Head Coach and takes his lead from the Head Coach.
- Whilst the competition is underway typically the roles are split between a Coach in isolation and a Coach outside of isolation.



Key Attributes:

Team Manager:

Successful candidates will possess:

1. Excellent organizational skills
2. Excellent communication skills
3. Excellent people skills
4. The ability to work with coaches and athletes of all age groups
5. Experience planning trips for large groups of minors or adults
6. Experience caring for large groups of minors or adults in a foreign country
7. Excellent ability to work with others in a team with varied opinions and approaches
8. Ability to plan and manage logistics
9. Strong financial skills
10. Excellent problem solving capability, particularly in unfamiliar scenarios
11. Ability to remain calm under pressure
12. Self-motivated, ability to drive a project without external input
13. Good leadership skills
14. A current Standard First Aid certification (preferred)

Head Coach:

Successful candidates will possess:

1. A current Standard First Aid certification (required)
2. International climbing experience either as a coach or competitor, in the last five years and has been involved with a Provincial or National competition climbing program with duties including program design and implementation
3. Considerable experience with all technical aspects and an inherent understanding of climbing engrams and movements
4. Acceptable Coaching Experience (Provincial, National or International)
5. Successfully completed a judging workshop and/or worked as a route setter, judge or scorer at Provincial, National or higher level competitions
6. An excellent understanding of current IFSC competition climbing rules and regulations, including appeal procedures and international formats
7. Excellent ability to work with others in a team with varied opinions and approaches
8. Excellent people skills



9. The ability to work with other coaches and athletes of all age groups.

Assistant Coach:

Successful candidates will possess:

1. A current Standard First Aid certification (recommended)
2. A minimum of two (2) years coaching experience with a club team or youth program; during this time, must have coached at a minimum level of national team
3. Experience in developing or assisting in the development of youth competition climbing programs, with duties including program design and implementation (required)
4. Successfully completed a judging workshop and/or worked as a route setter, judge or scorer at Provincial, National or higher level competitions
5. An excellent understanding of current IFSC competition climbing rules and regulations, including appeal procedures and international formats
6. Excellent ability to work with others in a team with varied opinions and approaches
7. Excellent people skills
8. The ability to work with other coaches and athletes of all age groups.

All applicants **MUST** be available for the duration of the event on a 24 hour basis.

- All team officials will be expected to act as *in loco parentis* for all athletes irrespective of whether the athlete is over the age of 18 and irrespective of whether the athlete's parents are attending the event as spectators in their personal capacity. The standard of care should fulfill the expectations of the most conservative risk management. This standard of care is 24 hours a day.
- All Team Officials are responsible for the care of the athletes both at and away from the venue, this includes helping with transportation, food and other nurturing needs of the athletes.
- All successful applicants will be required to undergo Criminal record checks/ Guardian checks or any other checks as may be required by the SANCF.
- All applicants should be available to participate in an interview with the SANCF



Manco if required.

Specific requirements for 2019:

Successful candidates will be expected to attend the following:

1. Open Nationals [3-5 May 2019; Combined Event with Speed Lead and Boulder; CityROCK Johannesburg; U17, U19, Open (including all athletes turning 16 in 2019)]
2. Youth Nationals [14-16 June 2019; Combined Event with Speed Lead and Boulder; CityROCK Cape Town; U13 (Lead only), U15, U17, U19]
3. As many of the Provincial Climbing Competitions as practically possible.
4. The applicable international event applied for.
5. The Head Coach will be required to attend training camps if scheduled.

Term of Positions for 2019: The term of these positions will be from 1 February 2019 until 30 October 2019. This is to ensure that the officials are available for all YWCH pre-event planning and logistics and that sufficient time is given after the YWCH event to produce the reports required by the SANCF and SASCOC and to finalise all tour acquittals.

Application Deadline: **15 December 2018.**

Please e-mail a cover letter, CV, all relevant documentation as well as references to the SANCF secretary for the attention of the SANCF Manco.

secretarial@sanctf.org