



Position Title:	Davis Cup Captain		
Work Area:	High Performance Tennis	Reports to:	High Performance Director Tennis New Zealand
Primary Location/s:	Variable		
Employment Status:	Contractor		

Primary Purpose of Position	
<p>The Davis Cup is the pinnacle team event for men's tennis in NZ. Tennis NZ expects the Captain and team to set the standards for high performance and professionalism for competitive players throughout NZ. The Davis Cup Captain is responsible for leading New Zealand's playing group through clearly demonstrated winning behaviours and processes. The Captain will impact positively on the culture of the playing group and have a strong focus on uniting the group and integrating New Zealand's leading junior athletes into the traditions of New Zealand's Davis Cup squad. The Captain will drive world-class standards from the group and will play a leading role in selection and creating an environment amongst the athletes that increases New Zealand's chances of success during tie weeks.</p>	

KPI's
<ul style="list-style-type: none"> • The delivery of a world-class training environment in preparation for Davis Cup ties • Strong, consistent and mutually respectful relationships with athletes (and their support networks) that will increase the likelihood of athlete availability to represent New Zealand. • Lead the continued build of a strong, positive team culture and standards in an all-encompassing regard during (and outside of) tie weeks • Communicate regularly with the Davis Cup Squad, monitor athlete performance and be in attendance during agreed tournaments and events the play squad are competing in.

Responsibilities & Measures	
Key Accountabilities	Critical Factors
<p>Delivery of a world-class training environment in preparation for Davis Cup ties</p>	<ul style="list-style-type: none"> • Drive world-class standards from the playing group in a consistent fashion throughout the duration of tie weeks • Utilise performance analysis and provide leadership to SSSM staff to best reflect the priorities of each individual athlete within the Davis Cup squad. • Prioritise and lead the cultural component of tie preparation to ensure the entire squad is clear the key objectives/expectations of the week • Relate positively with individual athletes and provide an appropriate level of flexibility to best enable optimum athlete performance • Closely integrate New Zealand's leading juniors into the Davis Cup environment with a view to succession planning

	<ul style="list-style-type: none"> • Thoroughly debrief each individual tie to review positive outcomes and analyse opportunities for future improvement. • Actively engage in professional development to further inform the Captain's own learning and improvement
Strong, consistent and mutually respectful relationships with athletes (and their support networks)	<ul style="list-style-type: none"> • In conjunction with the HP Director, liaise in a consistent fashion with playing squad throughout the year • Provide leadership for the squad in defining what success looks like for New Zealand's Davis Cup squad. • Establish dialogue with support networks of athletes to increase knowledge base around athlete priorities leading into tie weeks • Be willing to have the hard conversation with athlete(s) in the event that standards/expectations are not upheld • Provide written feedback to athletes/coaching team(s) regarding thoughts on New Zealand's leading juniors involved in Davis Cup weeks
Lead the importance of culture and standards in an all-encompassing regard during (and outside of) tie weeks	<ul style="list-style-type: none"> • In conjunction with the HP Director, provide leadership and direction to the playing group in terms of the importance of the way we approach our entire Davis Cup experience • Facilitate an environment where the playing group feels safe to openly and honestly express their sentiments around what is working well/what can be improved with regard to the culture of the group. • In conjunction with the HP Director, clearly outline Tennis New Zealand's expectations in this domain and, if necessary, hold the athlete(s) to account • In conjunction with the playing group, outline the standards expected both on and off court during Davis Cup tie weeks.
Monitor athlete performance throughout the year and attend relevant events.	<ul style="list-style-type: none"> • Communicate with and provide support and feedback to the playing group as required throughout the year and particularly while in attendance at key events. • Provide feedback to High Performance Director around athlete performance and liaise in a timely fashion with regard to selection of Davis Cup squads. • Demonstrate a strong focus on building relationships with New Zealand's elite juniors (and their support networks) with a view to succession planning.
General Management	<ul style="list-style-type: none"> • Availability to manage media inquiries and an ability to articulate reasoning behind decision-making • Pre-empt and respond to issues in a proactive and professional manner, keeping the HP Director and other management abreast of issues as they arise as appropriate and focusing on best possible resolutions • Support Tennis New Zealand's strategic priorities across the organisation

Key Relationships	
Internal	External
New Zealand's leading male athletes Davis Cup support staff TNZ HP Director TNZ National Development Coach TNZ National Performance Coach TNZ Chief Executive Other TNZ Staff New Zealand Billie Jean King Cup Captain TNZ Board	<ul style="list-style-type: none"> • NZ Performance coaches • TNZ National Performance Squad • Athletes and their support networks • Media organisations • US Collegiate coaches • Relevant ITF staff and officials

Core Competencies, Skills & Qualifications/Experience	
Competency	Descriptors
Specialist Knowledge & Experience	<ul style="list-style-type: none"> • Proven track-record in the implementation of a high-performance tennis program for developmental and elite tennis athletes • Extensive experience coaching tennis at an elite international level and a track-record of proven success • Strong relationship management skills and ability to work with a diverse range of stakeholders by sharing relevant information and identifying and dealing with issues effectively • Public speaking and communication experience • Broad, general management experience including planning, budgeting and managing a team
Leadership & Strategic Ability	<ul style="list-style-type: none"> • Is widely respected and trusted • Is calm, confident, decisive and objective, especially under pressure • Willingness to be accountable and measured on performance • Experience of leading including developing and communicating vision and strategies, gaining buy-in from a wide range of stakeholders and inspiring people to achieve results • Can give and receive constructive feedback to enhance performance • Ability to provide innovative, constructive and effective recommendations to the HP Director • Skilled at determining important issues, prioritising and multi-tasking
Managing & Motivating People	<ul style="list-style-type: none"> • Communicates clearly and professionally using a variety of channels • Sets challenging but achievable objectives and monitors progress against these • Is highly motivated, consistent, positive, considerate, and professional at all times • Ability to form a strong working relationship with tennis athletes/coaches
Communication & Interpersonal Skills	<ul style="list-style-type: none"> • Is calm, confident, decisive and objective with experience of making timely, sound decisions especially under pressure • Can communicate strategies, inspire and ensure 'buy in' from a diverse range of stakeholders • Written and oral presentations and communication is clear, concise, effective and persuasive • Strong listening skills and ability to encourage and maintain two-way dialogue on issues • Relates well with, and can motivate diverse groups, volunteers, and supporters with particular skills in working with, and valuing volunteers • Can communicate consistently, openly and honestly in any situation • Establishes and maintains effective relationships

	<ul style="list-style-type: none"> • Is energetic, highly motivated, enthusiastic and considerate • Understands and is able to work in a team environment • Copes well with continual change and tight deadlines
Brand/Profile	<ul style="list-style-type: none"> • Proven ability to enhance the profile and effectiveness of tennis in the community • Ability to enhance the brand and profile of Tennis in New Zealand in the media and through contribution at tennis functions and other events.

Other	
<ul style="list-style-type: none"> • Given the demands of this role, and the nature of working in sport, work outside standard working hours will be required in the evening and weekends 	