

**COACH IN TRAINING
(C.I.T)
DEVELOPMENT PROGRAM**



NAME	
GYM	
START DATE	

Welcome

We are excited that you are interested in pursuing a career as a cheerleading coach. All Star Cheerleaders is passionate about helping to foster new coaching talent throughout New Zealand. Over 10 years ago, All Star Cheerleaders brought cheerleading to New Zealand from the USA and has continued to grow as an industry leader in coach training, programme development and delivery of high quality cheerleading services. We are thrilled to have the opportunity to pass on our knowledge to you and help you get started on your coaching journey.

Our Aim

Through delivery of our unique Development Program, we aim to encourage you to grow your expertise to deliver professional and safe cheerleading instruction to athletes without supervision.

The C.I.T Role

A Coach In Training (C.I.T) is a person learning how to teach basic cheerleading skills to athletes in the All Star way.

Selection Process

1. Apply

If you are interested in a C.I.T Role you will need to formally apply for acceptance into the program. Your application should be made up of:

- All Star Cheerleaders C.I.T CV (download here)
- All Star Cheerleaders Basic Information Form (download here)

Applications will open on Monday 11 September 2017 and close on Monday 25 September 2017. Email your completed CV and basic information form to office@allstarcheerleaders.co.nz during this period. **Applications received after Monday 25 September 2017 will NOT be considered.**

2. Interview

Candidates who have successfully made the short list for entry into the C.I.T Development Program will be contacted week beginning Monday 2 October 2017. Candidates will need to make themselves available for an interview with the General Manager and/or the Gym Manager of their closest All Star location.

3. Acceptance

Candidates who have been accepted into the C.I.T Development Program will be notified by email week beginning Monday 30 October 2017.

The Development Program

The Development Program encourages you to acquire the expertise to deliver remarkable service by prioritising development of your skills in the following four core areas:

1. Technical execution: Ability of your students to demonstrate sound technical ability when performing basic skills as a result of your instruction.
2. Program execution: Your ability to consistently prepare and deliver lessons in the “All Star” way.
3. Customer service:
 - (a) Your ability to provide remarkable service to customers by consistently delivering high quality lessons.
 - (b) Your ability to resolve any customer issues or complaints in a way that strengthens the relationship with the customer.
4. Health & safety:
 - (a) Your ability to consistently maintain an up to date knowledge of and follow proper progressions, rules and guidelines as directed by All Star Cheerleaders, the New Zealand Cheerleading Association, event producers and the USASF/IASF as may be set from time to time.
 - (b) Your ability to consistently report hazards, accidents, injuries and near misses in accordance with All Star Cheerleaders’ health and safety policies.
 - (c) Your ability to manage accidents and injuries when they occur in a way that strengthens our relationship with the affected customer.

The Development Program provides a pathway to enable you to coach basic cheerleading skills independently, competently and safely.

Remuneration

The C.I.T role is an internship. You are not paid to coach, rather you are being given the tools to gain the knowledge and experience required to become an amazing cheerleading coach at no cost to you. After 6 months (continuous) experience, if you are an athlete, you will be eligible for a 50% discount on your term fees.

Opportunities to demonstrate competency

Your Gym Manager is required to observe you and report your progress towards demonstrating competency in the four core areas (technical execution, program execution,

customer service, health & safety) to the General Manager. Your Gym Manager will rate your competency on a scale of 1-4, 1 being poor and 4 being remarkable. The four core areas represent qualities important to any employer within the cheerleading community and outside of it. Where you have demonstrated competency in any of the core areas you will be awarded with an All Star Cheerleaders Certificate confirming you have met this standard (in the opinion of your Gym Manager and the General Manager). Your performance will be reviewed with you at the end of terms 1 & 3.

Eligibility requirements for a paid coach role

Cheerleading is a high contact, complex sport. To ensure you are ready to coach basic cheerleading skills on your own to a standard which meets the performance requirements of our paid coaches, the following are required to be eligible to apply for a paid coach role:

- Age 16 years or older
- NZCA Certificate in Coaching Fundamentals
- All Star Cheerleaders Certificates in Technical Execution, Program Execution, Customer Service and Health & Safety
- Valid First Aid Certificate

Mentoring and Support

We are here to help you on your journey to become a great coach. At All Star Cheerleaders we believe it is critical to your growth and development that you have access to quality mentoring and support. Every C.I.T will be mentored and supported by their Gym Manager in the first instance. If you have any questions or queries at any stage please do not hesitate to contact your Gym Manager. If for any reason you feel you are not receiving the mentoring or support from your Gym Manager that you require to be successful in your role, please contact the General Manager.

Contact Information

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