

# PAUL DOWEY

HIGH PERFORMANCE SPORTS COACH



**Tel** +64 275 123 521

**@eMail** paul@peakforlife.co.nz

**Address** 27 Vincent Street  
Howick Auckland  
2014 New  
Zealand

**Drivers Licence** Full New Zealand Licence

**Residency** Skilled Migrant with NZ  
Permanent Residency Visa

## WORK EXPERIENCE

### Oct 2017 - Present

**DIRECTOR OF COACHING** at Ace Swimming Club Hamilton  
**COACH** Hamilton Masters

In October I took over a club already in distress. I worked with the president to steer the club through a 6 month closure of our sole pool. I renewed the relationship with Te Rapa Primary School, taking a Learn-to-Swim programme and developing a Summer Swim Scheme that was profitable. The programme not delivers a small number of members into the swimming club. I have setup relationships with 'Ace Learn to Swim' for referrals alongside promoting relationships with council centres at Gallagher and Waterworld. The programme is now running at greater numbers than my original appointment.

#### Key Responsibilities:

1. Coach swimmers in a safe and positive environment.
2. Manage and provide support to assistant and junior coaches, including providing suitable lesson plans, and hold regular (at least weekly) meetings with these coaches.
3. Assist and oversee the professional development and training of all assistant and junior coaches.
4. Promote the growth of Club membership, including the retention of members.
5. Manage the expenditure of the Club on: coaching wages, pool lane hire and coach travel costs.
6. Identify a set of desired coaching outcomes for various swimmer ages and levels of ability, and develop and maintain written structured training programmes for these different levels.
7. Produce a season training schedule at least four weeks before the start of the season, detailing when each training session will take place, for approval by the committee.
8. Take a particular interest in the competitive swim squads, including evaluating the progress of these swimmers and devising personal development plans and goals for them, and providing coaching support at relevant meets.
9. Arrange for the attendance of coaches at swim meets approved by the Committee, and provide professional leadership and support to these Club coaches and to the Club swimmers attending these meets.
10. Maintain supervision of squads at all times and ensure that all health and safety policies and practices are followed.
11. Ensure that recognised first-aid, lifesaving and coaching qualifications are kept current and up to date.
12. Have high standards of conduct, and maintain good relations with swimmers, parents, other coaches, committee members and everyone else involved in Ace Swimming Club at all times.
13. Foster and maintain excellent relationships with major stakeholders including but not limited to: kindred Waikato Swimming and Aquatic Sports Clubs, Swim Waikato, Swim New Zealand, Waterworld and Club Sponsors and Funders.
14. Foster a feeling of team spirit among Club members.
15. Work pro-actively at all times with the Club Committee to promote the beneficial development of the Club, and the maintenance of high professional and moral standards at all times.
16. Provide detailed reports to the Club Committee for each monthly meeting and at other times as requested by the Committee.
17. Ensure that attendance records for all training sessions are maintained and kept up to date.
18. Ensure that all required equipment is well maintained and available for use where required for each training session.

## WHO AM I?

I am an enthusiastic and determined individual with nearly 20yrs of experience in both teaching and coaching swimming. I have gathered my experience in a range of countries around the world, backed by post-graduate academic background.

## QUALIFICATIONS

**Post Grad. Dip. Coaching Science** University of Wales Institute, Cardiff (UWIC) 2006 - 2012

**BSc (Hons) Sports Coaching** University of Wales Institute, Cardiff (UWIC) 2002-2005

**Dip. Sports Massage Therapy** University of Wales Institute, Cardiff (UWIC) 2003-2004

**NZ Silver License Swimming Coach** Swimming NZ 2013

**St Johns Fist Aid - First Aid Level 2** St Johns NZ 2018

**Level 2 Triathlon Coach** British Triathlon, UK 2012

**Level 3 Swimming Club Coach** British Triathlon, UK 2012

**Level 2 Advanced Swimming Teacher** Swim England, UK 2005

**WASA Timekeeper** Swim England, UK 2006

## MEMBERSHIP OF PROFESSIONAL BODIES

**Swimming NZ** Silver Licence Coach

**NZ Coach and Teachers Association** Silver Licence Coach

**Welsh Amateur Swimming Association (Lapsed)** ASA Level 3 Coach

**Welsh Triathlon Association (Lapsed)** Coach and Competitive Member

# PAUL DOWEY

HIGH PERFORMANCE SPORTS COACH



**Tel** +64 275 123 521  
**@eMail** paul@peakforlife.co.nz  
**Address** 27 Vincent Street  
 Howick Auckland  
 2014 New  
 Zealand

## WORK EXPERIENCE CONTINUED

### Oct 2013 - Sept 2017

**HEAD COACH** at Howick Pakuranga Swimming Club Auckland

In my initial role at HPK I was involved in directly coaching the Age Group team and overseeing the development program. The club nearly doubled in size during my tenure and led the coach discussion regarding a new structure to accommodate the growth and ability to use an additional school pool that the club refurbished. As a result my role changed to coaching an older Youth Performance team aged 14yrs and above.

The squad system I implemented allowed 4 clear pathways to emerge for Learn- to-swim, participation, development and performance swimming. The criteria was clear to move between groups and included pathway to pathway 'safety net' for those not ready to commit further.

I utilised support services within the programme including physio, nutritionist and strength and conditioning coaches to further the development of my athletes. This included adapted screening, skinfold measurements, pre- habilitation exercises.

I developed a scholarship system in cooperation with my director of coaching that long term would have allowed funding of our athletes to stay in NZ to train full time. I also developed a sports science budget that would allow ongoing scientific support of athletes on an ascending scale for a flat fee. Neither system reached implementation due to the additional financial constraints of refurbishing a new pool but remain on future agenda.

I was responsible for coordinating coaches at weekly meetings through Health and Safety changes, utilisation and allocation of 50m long course training at Papatoetoe during the summer months. These meetings were used to discuss our program logistics and upskill our coaches through the discussion of stroke mechanics we would like to see displayed in the program.

I organised numerous teams travelling to major NZ events. This involved delegation through team managers that included, accommodation, menus, flights, pre-meet training, support staff etc. I also arranged long course training camps in Rotorua that helped work towards our long term goals. I also ran a training camp for open water in Taupo that culminated with the NZ Open Water Champs. At meets I was responsible for giving team talks that included some statistics on performances, motivational talks and a team chant. My pre-pool land routine was adopted by the club.

### Oct 2013 - Sept 2017

**SWIMMING DEVELOPMENT COACH** Wales  
 at Pembrokeshire County Swimming

My role in Pembrokeshire County Swimming was to implement and deliver an integrated elite training scheme, development of an elite training programme and general development, monitoring and mentoring of swimmers and swimming club coaches. I was part of Pembrokeshire Leisure management team specialising in swimming development across the range of swimming activities.

I was fortunate to have a new 8 lane pool, completed within 6 months of my arrival and had opportunity to start with a blank canvas. All of my structures still remain in place from 6 years ago. I coordinated the Swim Pembrokeshire development programme by coaching elite swimmers in the county in consultation with Swim Wales and the development club coaches. This was completed through design and implementation of relevant training programmes coupled with appropriate pathways for developing swimmers and coaches that maximised their potential within the national swimming structure.

## ADDITIONAL CAREER DEVELOPMENT

COURSE/ACTIVITY	DATE
Breathing Workshop – Stress Management & Performance	2019
Waikato Coach Meeting – Rick Hall Presentation	2019
Australian Coaches Conference	2017
HPK Internal Workshop with Leigh Nugent	2017
HPK Internal Workshop with Leigh Nugent	2016
CoachDISC Assessment by Athlete Assessments - Bo Hansen	2016
NZ Swim Coaches & Teachers Conference	2015
HPK Mentorship with Michael Marris, Strategic Governance	2015
NZ Swim Coaches & Teachers Conference	2014
British Swimming Coach Education Workshops	2012
British Swimming Open Water Roadshow	2011
IOS (UK) Landwork for Starts & Turns CPD	2009
IOS (UK) Injury Prevention CPD Workshop	2008
IOS (UK) 200m Training Workshop by Ian Turner	2008
IOS (UK) Advanced Physiology	2006
IOS (Institute of Swimming) Basic Physiology	2006
Starting up a Business	2006
ASA CPD Seminar 'Non-swimmer Learning Through Play' Athletics Level 1	2005
Appointed Person Emergency First Aid in the Workplace	2004
Sports Coach UK Workshop 'Good Practice and Child Protection'	2004
Sports Coach UK Workshop 'The Responsible Sports Coach'	2004
SAQ® Preliminary Award, SAQ® Trainer	2004

# PAUL DOWEY

HIGH PERFORMANCE SPORTS COACH



**Tel** +64 275 123 521

**@eMail** paul@peakforlife.co.nz

**Address** 27 Vincent Street  
Howick Auckland  
2014 New  
Zealand

## WORK EXPERIENCE CONTINUED

**June 2008 - Sept 2013**

**SWIMMING DEVELOPMENT COACH**  
at Pembrokeshire County Swimming

Wales

I assisted with the overall coordination of the school swimming programme across the county by being part of the Pembrokeshire Leisure School Swimming Instructors group and to help ensure that swimming instruction throughout the County was carried out to the National Curriculum standard and above. I advised on best practice and delivery of an imaginative school swimming programme and Health and Safety requirements.

I worked closely with the Leisure Services Officer and Centre Managers to advise on and development of the Pembrokeshire Leisure Learn to Swim Programme, Pembrokeshire Leisure Free swimming initiative for children and the over 60's. I also helped devise swimming programmes to cater for the needs of the community taking into consideration the themes of social inclusion, healthy living and lifelong learning. I helped to provide technical knowledge and expertise to ensure all staff providing the service are competent and well trained to meet Health & Safety requirements. I led the programme successfully to achieve quality assurance awards of 'Dragonmark'.

**Feb 2007 - June 2008**

**HEAD COACH** at Amman Valley Swimming Club

Wales

I was responsible for the club's coaching together with the development of its annual training programme for all Squads. I ensured schedules reflect the mixed ability of the swimmers ensuring all aspects of stroke work and stamina were built upon and achievable targets are set. I supported and developed coaches' personal development. At Amman Valley I had to restructure the whole club and provided initial stability to develop swimmers and achieve Dragonmark. The club progressed from 3 qualifiers in the 2007 Welsh Age Group Championships to 11 athletes and 3 silver medals just 1 year later.

**July 2016**

**NZ NATIONAL TALENT ID INVITED VOLUNTEER COACH**  
at Swimming New Zealand

Auckland

**Oct 2014**

**NZ AGE GROUP INVITED VOLUNTEER COACH**  
at Swimming New Zealand

Auckland

**Jan 2012 - Sep 2013**

**SWIMMING COACH** at Pembrokeshire Triathlon Club

Wales

**Oct 2008 - Sep 2013**

**INVITED COACH** at Welsh Technical Panel

Wales

**Apr 2008 - May 2008**

**VOLUNTEER COACH** at Welsh Talent ID Squad

Wales

**Sep 2007 - Apr 2008**

**VOLUNTEER CAMP COACH**  
at Swim Wales SW Regional Squad

Wales

**June 2007 - Dec 2007**

**PROJECT COORDINATOR & CONSULTANT**  
at Kellogs Swim Active Project

Wales

## RECENT CAREER RESULTS

In 4yrs at HPK we were regularly ranked in the Top 3. I personally produced over 25 swimmers who exceeded 600 FINA points. Spread throughout the range of distances and strokes, 5 athletes posted results over 650 pts and 1 swimmer over 700 pts.

I have coached 34 athletes to NZ Age Group qualifying times producing 82 NZ Age Group medals amongst them. 18 swimmers directly under my care qualified for NZ Open Championships and 7 achieved Open finals. I have placed 12 athletes on various NZ Development teams with 2 selected for the NZ Aussie State Short Course Team, 3 for the Harlequins Zonal team and 1 on the NZ Aussie Age Group Team.

My best results came in 2017 at NZ Age Group Championships with Tyron Henry swimming 52.68 in the 100m freestyle and his training partner Adrian Chong clocking 53.55. Tyron picked up 5 golds and 1 silver throughout the 5 day long course meet.

Diversely, I have also trained teams for Open Water competitions around NZ. Notably Phoebe Harris was the Kohi Swim Series winner for her Age Group and Alice Dickinson was 3rd in the NZ Open Water 10k event.

I recognise the value of long-term athlete development and transitioned 6 athletes into senior programs within the club, 2 of which were recruited for USA scholarships. Several of my previous athletes have gone on to represent at international level with Mario Koenigsperger (HPK) representing NZ at the Commonwealth Youth Games and Daniel Davies (Pembrokeshire) competing for Wales at the same event.

I have a rich history of results, prior to my appointment as Head Coach at HPK, I was Swimming Development Coach

in Pembrokeshire County. I was responsible for the initial set-up of a performance swim center and held as a model for other local authorities to follow. I took the team with no UK ASA National Qualifiers to 15 athletes qualifying for 45 events in a period of 4yrs. I produced the team's first ever male and female relay finalists with 8 individual finalists placing in 18 different events. 44 athletes achieved Welsh Development teams during my time and collected 117 medals at Welsh Age Groups with 8 becoming Welsh Age

Group Champions.

# PAUL DOWEY

HIGH PERFORMANCE SPORTS COACH



**Tel** 0275 123 521

**@eMail** paul@peakforlife.co.nz

**Address** 27 Vincent Street  
Howick Auckland  
2014 New  
Zealand

## REFERENCES

### Edward Hardie

President  
Ace Swimming Club  
**Tel:** +6421341344  
**Email:**  
aceswimmingpresident@gmail.com

### Vaughan Franklin

School Principal  
Te Rapa Primary School  
**Tel:** +64274454514  
**Email:**  
vfranklin@terapa.school.nz

### Stuart Davidson

Aquatic Facilities Manager  
Hamilton City Council  
**Tel:** +647958 5923  
**Email:**  
Stuart.davidson@hcc.govt.nz

### John Roche

Chief Scientific Adviser for  
Primary Industries  
**Tel:** +64212762439  
**Email:**  
jandjroche@gmail.com

## RECENT CAREER RESULTS **CONTINUED**

### NZ Long Course Opens

2017 - 3rd Club Points  
2016 - 2nd Club Points  
2015 - 2nd Club Points  
2014 - 3rd Club Points

### NZ Short Course Opens

2017 - 3rd Club Points  
2016 - 3rd Club Points  
2015 - 3rd Club Points  
2014 - 4th Club Points

### NZ Age Groups

2017 - 3rd Club Points  
2016 - 3rd Club Points  
2015 - 3rd Club Points  
2014 - 3rd Club Points

### NZ Division 2

2017 - 8th Club Points  
2016 - 3rd Club Points  
2015 - 4th Club Points  
2014 - 9th Club Points

### NZ Juniors

2017 - 1st Club Points\*  
2016 - 1st Club Points\*  
2015 - 1st Club Points\*  
2014 - 2nd Club Points\*

### Records

2 x Olympic qualifiers\*  
1 x Paralympic qualifier\*  
3x World Long Course Champ qualifiers\*  
2x World Short Course qualifiers\*  
2x World Uni Games qualifiers\* 3x  
NZ Records from 2x athletes\* 1x  
Cooke Island record\*

\*I was not directly involved in coaching of these performances, they reflect the capabilities of the HPK team I led.