

# RAYLENE BATES MNZM

ATHLETICS NEW ZEALAND PARA LEAD/HIGH PERFORMANCE COACH

## CONTACT

## PROFESSIONAL SKILLS

Ability to communicate with a wide variety of stakeholders.

Coaching, developing, motivating, and empowering athletes.

Ability to effectively engage, consult and liaise with colleagues, partners, coaches, athletes, and parents/whānau.

Ability to plan, coordinate and drive the implementation of an athlete's high performance and competition plan.

Strong capacity to lead and work collaboratively within a multidisciplinary team as well as autonomously.

Demonstrated ability to identify and retain talented athletes to perform on the world stage.

Highly organised with the ability to work in a contemporary sporting environment.

Excellent literacy and computer skills.

## PROFILE

### EDUCATION

- BACHELOR OF APPLIED MANAGEMENT  
Majoring in *Sport Management* and *Business Change & Transformation*  
Otago Polytechnic
- IAAF LEVEL 5 ACADEMY COACH (THROWS)
- WORLD PARA ATHLETICS COACH FACILITATOR
- NZACA (Athletics NZ Coaches Association) – Accredited PCQ Coach

### GOVERNANCE EXPERIENCE

- **HALBERG FOUNDATION – Board Member & Trustee**  
The Halberg Foundation is a result of Sir Murray Halberg's vision in 1963. Since that time, the Halberg Foundation has grown to become a professional charitable organisation, led by a skilled and passionate team who are governed by an Executive Board comprised of primarily Trustee representatives from four regions across New Zealand.
- **PERFORMANCE SPORTS COACHES NEW ZEALAND (Te Korowai)**  
An inaugural Board Member, Te Korowai has been founded by New Zealand's Performance Coaches as a representative body to provide an independent voice for performance coaches and performance coaching in NZ.
- **DIRECTOR SKEGGS FOUNDATION - Trustee**  
The Skeggs Foundation Inc was founded in 1993 with the specific aim of providing financial assistance to our aspiring elite Otago athletes, helping them to attain their goals and to offset the financial costs of remaining in Otago while traveling to compete and train. The Foundation has contributed more than \$2 million to hundreds of athletes, from more than 60 sports, to help them to pursue their goals.
- **OTAGO ACADEMY OF SPORT (Resigned 2020)**  
The Otago Academy of Sport administers the regional talent development programmes for all sports in North Otago, Central Otago, and the wider Dunedin area, along with the NZ Motorsport Academy programme. These programmes were established by the NZ Academy of Sport South Island back in the early 2000s.
- **ATHLETICS OTAGO – Board Member (Inaugural Bd Member – full term served)**  
The Athletics Otago Board was established in 2015 following the organisation being governed by a Management Committee. Establishing the Board resulted in a Strategic Plan being developed and implemented, Operational Policies and Procedures Handbook along with the day-to-day governance of the sport of Athletics in Otago.

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## APPOINTED POSITIONS

- HPSNZ Coach Advisory Group
- HPSNZ Wellbeing Advisory Group
- HPSNZ 2032 Strategic Planning Advisory Group
- HPSNZ Te Hāpaitanga Mentor Coach
- HPSNZ Te Hāpaitanga Satellite Facilitator
- SportNZ Disability Inclusion Group
- Inaugural Taieri College Sports Council
- Inaugural Taieri College Sports Academy
- Ambassador ICC World Cup 2022
- Order of Merit – Paralympics New Zealand (2020)
- WISPO (Women in Sport Otago)

## AWARDS & ACHIEVEMENTS

- Member of NZ Order of Merit
- Order of Merit – Paralympics New Zealand (2020)
- Life Member Athletics Taieri
- Life Member Athletics Otago
- Recipient of the Paul Harris Fellowship (Rotary Club of Taieri for services to Community)
- Athletics New Zealand – dedication and contribution to ANZ High Performance Programme
- International Athletics Federation – Award for contribution to Athletics
- Arthur Eustace Award – Coaching Award
- ASB Sports Awards Otago Coach of the Year
- Athletics Otago Coach of the Year

## EMPLOYMENT EXPERIENCE

### Athletics New Zealand | 2014 - current

- Provide strategic and operational leadership in relation to Para athletics throughout the Athletics NZ network.
- Provide a “full-time” High Performance training environment for ANZ programme athletes including supporting team representative athletes to compete with distinction at their relevant and targeted pinnacle events, develop and when required submit Campaign Plans/IPPs for the athletes, and provide updates on athlete progress to ANZ-HP staff.
- Maintain an HP training squad for athletes to create a supportive environment for the Carded/PPS/P2P athletes including athlete programming and management (e.g. training plan, long-term planning, SWOT, goal setting, etc).
- Performance Team staff leadership.
- Programme vision development and delivery.
- Six monthly athlete reviews and programme planning.
- Manage stakeholder and partner engagement - NZ Secondary Schools, Regional organisations, local clubs, local coaches, athletes, and parents/whānau.
- Liaison with WPA, organising approved meets throughout NZ, ensuring that current results are updated to WPA for world rankings prior to deadlines.
- Working with Athletics Australia and the Oceania nations on initiatives within the Oceania region including events, international classification, coach education, and athlete awareness.
- Leading and managing the SportNZ Disability Inclusion Fund project on behalf of ANZ.
- Leading and managing the PNZ Regional Sport Pilot on behalf of ANZ.

NOTE: Up until 2017, (and as a direct result of the success of the para athletics programme in Rio 2016, and with the growth of the programme) my role was Programme Manager/Lead Coach. A portion of the role of programme manager was relocated to a position in Auckland to enable me to focus on a more HP coaching role. In 2022 I resumed this role.

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## ADDITIONAL EXPERIENCE

- Team Leader/Head Coach Olympic Games – Beijing 2008, London 2012
- Team Leader IAAF World Champs from 2007 – 2011
- Team Leader Commonwealth Games – Melbourne 2006, Delhi 2010
- Team Coach Commonwealth Games – Gold Coast 2018
- Team Leader/Head Coach Paralympic Games Beijing 2008, London 2012, Rio 2016
- Team Coach Paralympic Games Tokyo 2020
- Team Leader/Head Coach World Para Athletics Champs 2011 – 2023
- Team Leader/Head Coach of various other NZ Athletics Teams from 2000 (World Junior Champs, Youth Olympics, Commonwealth Youth Championships, Arafua Games, Oceania Championships, World University Games)

## SPORTING ACHIEVEMENTS

- Oceania SW Shot Put & Discus Champion
- Oceania SW Hammer medallist
- NZ Senior Womens Hammer Gold Medallist
- NZ Senior Womens medallist Discus & Shot Put
- World Masters Athletics Championships medallist Shot Put, Discus and Weight Pentathlon
- World Masters Games medallist Shot Put, Discus, Hammer, Weight Throw, Weight Pentathlon
- Winner and medallist various multi sport and mountain biking events in NZ

## PREVIOUS EMPLOYMENT

### PERFORMANCE COACH QUALIFICATION MANAGER

Athletics New Zealand 2013 – 2014

My position at Athletics New Zealand as Performance Coach Qualification Manager was writing a Performance Coach Qualification Framework during 2013-2014. This framework has enabled the assessment of performance coaches to identify areas of professional development and have a framework by which to assess the knowledge of performance coaches. This has been a project that has been developed from scratch by accessing research information, video data, writing the framework and the final stage is implementing the framework. This is something new for NZ high performance sport. This was a fixed-term contract.

### BUSINESS MANAGER

NZ Academy of Sport South Island 2000 – 2012 (now High Performance Sport NZ).

My position at the NZ Academy of Sport South Island involved overseeing and managing all business, financial and administration services for the South Island. The Academy had up to 200 athletes plus coaches from Bluff to Tahaka which required servicing and follow up. The organisation started with a turnover of \$365,000 and when it was amalgamated to form HPSNZ it had a turnover of \$7.3M.

## INTERESTS

Family  
Sport  
Gardening  
Outdoors

## REFEREE

Kereyn Smith  
Secretary General - NZOC

## BRIEF SPORTING BACKGROUND AND OTHER INTERESTS

### *Lecturer – Throws*

- Oceania Lecturer – Level 1 – Throws (including lecturing in the Pacific Islands)
- Athletics NZ Lecturer – Level 1 & 2 – Throws & General Theories (various seminars and courses run throughout South Island)
- World Para Athletics Coach Facilitator - Athletics

### *Sport Specific Qualifications*

- IAAF Level 5 Academy Coach – Throws
- World Para Athletics Coach Facilitator – Athletics
- Athletics NZ Level 3 – Javelin
- Athletics NZ Level 2 – General Theories
- Athletics NZ Level 2 – Hammer
- Athletics NZ Level 2 – Shot Put
- Athletics NZ Level 2 – Discus
- Athletics Australia Level 3 – General Theories
- Athletics Australia Level 3 – All Throws

### *Official*

- ANZ Level B Throws Official
- ANZ Level B Administration Official
- International Paralympic Committee (Now World Para Athletics) (Athletics Working Group (Throws)) 2008 - 2011
- International Paralympic Committee – IPC (Now World Para Athletics) (Athletics Coaches Advisory Group) 2013-2020
- International Paralympic Committee – IPC (Now World Para Athletics) (Coach Facilitators Course 2014)

### *Athlete*

- Former NZ senior representative in Shot Put, Discus, and Hammer
- Former NZ title holder Senior Women's Hammer and medallist in Shot Put, Hammer and Discus
- Former Oceania Champion in Shot Put, Discus and medallist in Hammer
- Former Otago Competitor of the Year, Otago Senior Women's Shot Put champion and Otago representative athlete for over 20 years
- Former Otago Senior Women's record holder in Hammer
- Won Otago Senior Women's titles in Hammer, Shot Put, Discus, Heptathlon, and 400m Hurdles
- Second place 2011 & 2014 Wanaka Challenge Women's Team Event
- Completed various Arrow International 24-Hour Adventure Races finishing in the top 6
- Winner of open women of the inaugural Tour de Wakatipu and winner Masters Women in 2011 & 2013
- Winner Masters Women Otago Mountain Bike Champs, Otago Peninsula Challenge, and various mountain bike events in South Island
- Completed Coast to Coast (finished 7<sup>th</sup> teams event)
- Top 3 placings twice in Gold Rush 3-day Multi Sport Race
- Winners Mountain to Mountain and Peak to Peak Multi Sport Race
- 2016 World Masters Athletics Championships - W50 Silver Medallist in Weight Pentathlon and Discus, Bronze Medallist in Shot Put
- 2017 World Masters Games Athletics Gold Medallist in W50 Weight Pentathlon, Shot Put, Discus and Silver Medallist in Hammer

## Administration

### Current:

- Track & Field Committee Athletics Otago
- Liaison Officer to the Dunedin City Council
- Director Athletics Otago Athletes Squad

### Formerly:

- Member Planning & Development Committee Athletics Otago
- Vice President of Athletics Otago
- Athletics Otago Selector (stepped down August 2011)
- Otago Team Manager (a position I held for 10 years either as overall Manager or as Assistant)
- Athlete Liaison Officer
- Travel Officer
- Secretary Athletics Otago Track & Field Committee
- Committee member of Athletics Otago Track & Field Committee for 10 years
- Organising Committee – various NZ Track & Field Championships, Grand Prix Events, South Island Masters Games, NZ Shot Put Centennial Event
- Organiser Inaugural Otago Athlete of the Year Function
- Southern Regional Executive Member New Zealand Athletic Super League
- Steering Committee New Zealand Athletic League
- Treasurer for Otago Track & Field Club
- Secretary and Club Captain of the Harrier Section Athletics Taieri
- Club Captain and Convenor Senior Athletic Section Athletics Taieri
- President of Athletics Taieri
- Co-ordinator for Catering Sub Committee Athletics Taieri
- Member of Coaching Committee Athletics Taieri
- Interim High Performance Director (Athletics New Zealand)
- Strand Manager (Throws) Athletics New Zealand
- Services Co-Ordinator Athletics New Zealand

I have held several coaching and management positions with Athletics NZ – listed below.

## Coaching

**Coaching is my passion, and giving every athlete I coach the opportunity to improve and obtain their goals makes the hours spent helping these athletes worthwhile.**

- Mentor Coach – Athletics New Zealand
- Been coaching for 35 years and have coached athletes from children to veterans – able-bodied and disabled. Various events and abilities.
- Coached three Paralympic Medallists – Rio 2016, Gold Medallist Tokyo 2020
- Coached World Championship Medallists - IPC World Championships 2006, 2013, 2015, 2017, 2019, 2023
- Coached World Record Holders – World Para Athletics (F34 Junior Womens Shot Put, F46 Junior Womens Shot Put, Senior Womens Javelin)
- Coached Silver Medallist 2010 and 2018 Commonwealth Games
- Coached NZ Champions, record holders and/or medallists in Hammer, Shot Put, Discus, Javelin, 100m, Triple Jump and Decathlon.
- Coached NZ record holders in Javelin, Hammer and Decathlon and international representatives in sprints and throws.

## RELEVANT EXPERIENCE IN ATHLETICS AND OTHER SPORTS AND TEAM MANAGEMENT POSITIONS - CURRENT or PREVIOUS

Year	Athletics Team	Role
2024 Pending	Paris Paralympics	Chef de Mission
2024 Pending	World Para Athletics Champs – Kobe	Team Coach
2023	World Para Athletics Champs – Paris	Team Coach
2021	Tokyo Paralympics	Team Coach
2019	World Para Athletics Champs – Dubai	Team Coach
2019	Oceania Champs – Townsville	Team Coach
2019	Arafua Games – Darwin	Team Leader/Coach
2018	Commonwealth Games – Gold Coast	Team Coach
2017	World Para Athletics Junior Champs – Switzerland	Team Coach
2017	World Para Athletics Champs – London	Head Coach/Team Leader
2017	Oceania Champs – Fiji	Team Coach
2016	Rio Paralympics	Team Leader/Head Coach
2015	IPC World Athletics Champs – Doha	Team Leader/Head Coach
2015	World University Games – Gwangju	Operations Manager/Coach
2015	Oceania Champs – Cairns	Coach
2013	IPC World Champs – Lyon	Team Leader/Coach
2012	London Paralympics	Head Coach – Athletics
2012	London Olympics	Team Manager
2011	World Track & Field Champs – Daegu	Team Manager
2011	IPC World Athletics Champs – Christchurch	Head Coach/Team Leader
2010	Commonwealth Games – Delhi	Team Coach
2009	World Track & Field Champs – Berlin	Team Manager
2009	Arafua Games/Oceania Para Champs	Team Coach
2008	Beijing Paralympics	Team Manager and Field Coach
2008	Beijing Olympics	Team Leader
2007	World Track & Field Champs - Osaka	Team Manager
2007	NZ Team – Interstate Test Match Australia – Brisbane	Team Manager
2006 - 2007	Athletics New Zealand	Interim Services Manager
2006	World Junior Track & Field Champs – Beijing	Team Manager
2006	Commonwealth Games – Melbourne	Head Coach/Manager
2005	NZ Athletic Development Team – Arafua Games	Coach/Assistant Manager
2005	NZ Athletic Youth Team – Sydney Youth Olympic Festival	Coach
2004	NZ Athletic Youth Team – Commonwealth Youth Games – Bendigo	Coach
2003	NZ Athletic Development Team – Festival of Athletics – Darwin	Coach/Assistant Manager
2002	NZ Athletic Team – Oceania Champs – Christchurch	Coach
2000	NZ Team – Test Match – Germany vs Australia vs NZ – Brisbane	Coach/Assistant Manager
1991 – 2015	Athletics Otago	Coach/Manager
1994 -	Taieri High School now Taieri College	Coach/Manager
2001-2008	Taieri Junior Rugby Club	Junior Coach from Under 7 to Under 14



## **Steve Caddy**

### **Sports Administrator**

#### **Personal Profile**

A sports administrator using strengths of people and processes to drive strategy, innovation, and success in sporting landscapes. A focus on building relationships, trusted connections and developing self-sufficiency in a stakeholder network to achieve success and deliver on outcomes. Values of integrity, fairness, and excellence fuel the design and implementation of strategy, operational support, decision-making and conflict resolution.

#### **Employment History and Experience**

##### **Athletics Australia – Paralympic Technical Lead** **January 2024 to Present**

My role collaborates with a range of internal and external stakeholders to lead, support, and deliver on pillars of the Paralympic Strategy (PS), including:

- Leading the identification and delivery of integrated and para specific campaign plans;
- Line manage Athletics Australia employed para-athletics coaches network;
- Lead the Senior WPA Championships and Paralympic Teams as appointed;
- Leading the delivery and development of the International Classification Strategy;
- Supporting the development of para-athletics data management and application;
- Maintaining and strengthening stakeholder relationships within Athletics Australia, the athletics community, across the domestic high performance network and with key international organisations and groups.

##### **Athletics Australia – Paralympic Pathways Lead** **September 2017 to January 2024**

My role collaborated with a range of internal and external stakeholders to lead, support, and deliver on pillars of the Paralympic Pathways Strategy (PPS), including:

- Leading the programs and activities to identify, select, confirm, develop and progress Paralympic pathway athletes and coaches;
- Leading the delivery and development of the International Classification Strategy;
- Supporting the development of para-athletics data management and application;
- Driving integration of the Member Association para-athletics engagement with relevant PPS initiatives;
- Maintaining and strengthening stakeholder relationships within Athletics Australia, the athletics community, across the domestic high performance network and with key international organisations and groups.



Additionally, I have fulfilled team management roles for Athletics Australia's benchmark events at the 2018 Gold Coast Commonwealth games, 2019 Dubai World Para Athletics Championship, 2020 Tokyo Paralympic Games and the 2023 Paris World Para Athletics Championships. Within these roles, the scope of my work involved team planning, preparation, selection, communication, coach management, logistics, performance, delivery of event plans and debrief.

Athletics Australia – Personal Care Attendant  
2015 to 2017

Responsible for the care needs of the Australian para-athletics team of between thirty-five to fifty athletes. Developed skills working with individuals across all eligible impairment groups, team management, medical staff, team coaches, personal coaches, and family members.

- 2017 – Switzerland WPA Junior Championships
- 2017 – London WPA Championships
- 2016 – Rio Paralympic Games
- 2015 – Doha IPC Athletics World Championships

DONCO – Manager; and  
Coles Group – Service Manager  
2007 – 2017

Management of large hospitality teams where duties and responsibilities included:

- Staff management
- Customer service
- Book-keeping

## Education

Bachelor of Occupational Science and Therapy (with Distinction)  
2013 Deakin University, Geelong

Year 12 VCE  
2007 Christian College, Geelong

## Memberships and Certificates

- Provide First Aid & CPR (Level 2): 2015 – Present
- Police Record Check: 2009 – Present
- Working with Children's Check: 2009 – Present
- Victorian Driver's License: 2008 - Present

## References

Available upon request