



## **POSITION DESCRIPTION**

**JOB TITLE:** Northland Rugby Academy Male Manager

**DEPARTMENT:** High Performance

**REPORTS TO:** Primarily Reporting to the Men's High Performance Manager but will have crossover responsibilities reporting to the Northland NPC Head Coach.

**LAST REVIEWED:** 10<sup>th</sup> November 2024

**BY:** Men's High Performance Manager

**POSITION OBJECTIVE:**

- To lead the Northland Male Academy Player Development Programme
- To identify and manage the talent identification network of the young male players in the Northland region.



**Achievement of the position objectives will be measured through the following key result areas**

## **1. LEAD THE ACADEMY PLAYER IDENTIFICATION PROCESS**

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### **Expected Results:**

- Work with Secondary School coaches, Rep coaches and NRU personnel to identify high potential rugby players at each of the following levels: Year 11/Under 16, Year 12 & 13/Under 18 and U19. Establish a database of identified players.
- Establish a pool of talent scouts from around New Zealand that can provide regular feedback on young players outside the region that may aspire to come to Northland to play their rugby.
- In conjunction with the NPC Head Coach and HP Manager determine and set regular TID meetings to discuss and update teenage depth charts.
- Collaborate regularly with The Blues coaching panel to assist with player identification and recruitment.
- Attend significant teenage fixtures as part of the identification process.
- Maintain a database of potential players with their contact details, statistics and connection points.
- In conjunction with the NPC head Coach and High-Performance Manager establish the qualities and attributes desired and the assessment criteria to enter the academy / player development programmes

## **2. PROMOTION OF THE ACADEMY PATHWAY**

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### **Expected Results:**

- Create awareness of player opportunities through the promotion of the NRU player pathway by leading meetings with players, clubs and stakeholders.
- Ensure regular connection points with identified players.
- Build relationships with coaches and clubs within the Northland Province. Clearly communicate the goals, values and standards of the NRU Academy programme.
- In consultation with the High-Performance Manager deliver the Future Taniwha programme which connects identified players to the Provinces pathway through integration with the NPC players, management and NRU facilities.

## **3. LEADERSHIP**

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### **Expected Results:**

- Provides visionary, strategic and organisational direction for the Northland Academy
- Further develops and enhances procedures which enable the Academy to run more effectively.
- Provides leadership, motivation and direction to the Academy staff and contractors, to ensure they meet their objectives and the goals of the organisation



#### **4. PROGRAMME AND PLAYER MANAGEMENT**

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**Expected Results:**

- Responsible for:
  - Fitness assessments and personalised fitness and conditioning programmes delivered by the Academy Strength and Conditioning Staff
  - Coordination of rehabilitation programmes to enable players to return to full training
  - Providing specific and non-specific rugby training
- Liaises with senior club coaches and club management to ensure a positive relationship is maintained between the Academy and clubs
- Oversees a reporting system from club coaches on players in the Academy to be passed on to mentors and other coaching staff
- Provides a solid support structure for the Academy players, e.g., liaises with family, parents, coaches, mentors, medical staff.
- Coordinates video clippings and footage to be used by mentors and other coaching staff
- Coordinates a mentoring programme matching current players with past players and / or other appropriate personnel, and monitors the service to ensure a satisfactory level of mentoring occurs
- Ensures the development of a Personal Development Curriculum in partnership with the Provincial PDM for each Academy year group, which meets the approval of NZR and NZRPA
- Ensures access to laws of the game is provided and introduce referees to discuss laws
- Conducts one to one interviews with Academy members and makes self-available to discuss welfare issues with players
- Ensure all player data is recorded regularly on the NZ Rugby player monitoring system (currently Smartabase). This includes all players and staff regularly using the system
- Leads the design and planning of the academy seasonal structure which includes training blocks, rest, inductions, testing windows and playing programmes.

#### **5. PROVIDE HOLISTIC DEVELOPMENT & ENSURE PLAYER WELFARE**

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**Expected Results:**

- Works in partnership with Provincial PDM to provide personal development opportunities with a life skills focus
- Oversees the teaching of effective personal budgeting skills
- Implements time management plans that are regularly reviewed
- Provides career and educational advice and works with the PDM
- Ensures all players recruited from outside the area are assisted to move and settle into Whangarei
- Ensures players' partners are happy to be associated with the NRU
- Works closely with the Player Development Manager to deliver a comprehensive player welfare programme for Academy members that is consistent with the programme provided to the professional player



## **6. PATHWAY TEAM -NORTHLAND U19s**

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### **Expected Results:**

- In conjunction with the Coach Development Manager, oversee the appointment of the coaching and management teams for the U19s, including acting as the Head Coach for this team.
- Oversee selection process for the U19s.
- PU partners are engaged in selection, programme delivery and programme review of the U19 team.
- Assist with transition of players into the U19s team including but not limited to, identification of further pathway opportunities and identification of development opportunities.
- In conjunction with The Men's High-Performance Manager ensure a quality review is conducted at the end of each season.

## **7. STRONG & CONNECTED RELATIONSHIP WITH THE BLUES FRANCHISE**

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### **Expected Results:**

- Work closely with The Blues to develop individual players for the betterment of the Blues Rugby Club
- Consult and discuss with The Blues coaches on individual player's development and performance assessments.
- Advocate on behalf of players, promoting their ability and performance as and where appropriate.
- Develop relationships/networks with the Blues and other coaches to contribute to the Club and the Blues High Performance Programme and the creation of a pool of knowledge and practice for the benefit of Northland Rugby and The Blues
- Build relationships with coaches and Provincial Unions within the Blues region, clearly communicating the goals, values and standards of the Blues and sharing best practise coaching and team management experiences as appropriate.

## **8. STRONG & CONNECTED RELATIONSHIP WITH NZ RUGBY**

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### **Expected Results:**

- Ensure reporting is completed on time in full before deadlines.
- Work closely with NZ Rugby to develop individual players for the betterment of New Zealand Rugby, including the All Blacks.
- Provide advice to coaches and/or selectors of the All Blacks, other New Zealand national teams, Provincial Unions and/or NZ Rugby on the ability, performance and fitness of players selected in your Team as requested.
- Consult and discuss with the All Blacks selectors on individual player's development and performance assessments, including playing position(s).
- Advocate on behalf of players, promoting their ability and performance as and where appropriate.



## 9. STAFF MANAGEMENT & DEVELOPMENT

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### Expected Results:

- Models expected behaviour, holds self and others accountable and shapes a high-performance culture within the team
- Key result areas are negotiated with relevant team members and staff performance is managed through coaching and mentoring
- Undertakes and supports a structured performance review and development process with direct reports and identifies training and development opportunities
- Ensures effective communication channels are fostered amongst the team
- Leads the selection process of players into the Academy

## 10. HEALTH & SAFETY

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### Expected Results:

- Complies with the health and safety systems and emergency procedures in place throughout the business
- Encourages staff participation in the business's health and safety system
- Demonstrates a commitment to continuous health and safety improvement
- Promptly and accurately reports all hazards, accidents and incidents
- Attends health and safety update training sessions as required

## 11. OTHER DUTIES

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### Expected Results:

- Such duties are carried out in a timely, professional and accurate manner
- Participates in training and development related to the position as required
- Actively participates in the annual performance review process

## KEY AREAS OF AUTHORITY

<b>BUDGET:</b>	Spending authority in line with delegated limits.
<b>STAFF:</b>	Academy Strength & Conditioning Coach Academy Physiotherapist HP Nutritionist

## FUNCTIONAL RELATIONSHIPS

<b>INTERNAL:</b>	CEO Chairperson and Board High Performance Manager Northland NPC Coaches and Contractors Finance Manager Marketing Manager Commercial Manager
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Player Development Manager  
Operations Manager  
Community Rugby Manager  
Rugby Development Officers  
Representative Coaches and Managers

**EXTERNAL:** NZR personal including NZR selectors and High-Performance Staff  
High potential young athletes  
Parents  
Secondary Schools  
Club Coaches  
Northland Sponsors  
Tertiary Institutions

### PERSON SPECIFICATIONS

**Qualifications & Experience:**

- A minimum of five years' experience in a professional sports environment
- World Rugby Coaching Certificate (Level 3)
- World Rugby Coach Educator Accreditation
- A tertiary qualification in a related field (desirable)

**Skills and Abilities:**

- Ability to deliver focused solutions
- Strong business acumen
- Strong and effective written and verbal communication skills
- Strategic analytical and problem-solving skills
- Ability to develop effective relationships across the business and with key stakeholders
- Strong leadership and interpersonal skills
- Solid technical skills in the Microsoft Office suite and other systems as required
- A commitment to equal opportunity and Northland Rugby Unions  
acknowledgement that He Whakaputanga o te Rangatira o Nu Tireni (He Whakaputanga  
1835), Te Tiriti o Waitangi and the Treaty Of Waitangi are the founding documents of  
Aotearoa New Zealand.