

# POSITION DESCRIPTION

## Crusaders

**TITLE:** CRUSADERS HEAD OF PHYSICAL PERFORMANCE

**INCUMBENT:** [VACANT]

**REPORTS TO:** CRUSADERS TEAM MANAGER

**POSITION OBJECTIVE:** LEAD THE ALIGNMENT AND INTEGRATION OF AN ATHLETE CENTERED PERFORMANCE PROGRAM FOR THE CRUSADERS, SO AS TO SUPPORT THE TEAM IN DELIVERING WORLD-CLASS PERFORMANCE AND DEVELOPING WORLD CLASS PLAYERS. DEVELOP, ARTICULATE AND IMPLEMENT A CLEAR VISION FOR THE CRUSADERS STRENGTH AND CONDITIONING PROGRAM THAT INCLUDES INDIVIDUALIZED PROGRAMS FOR PLAYERS CONTRACTED TO THE CRUSADERS THAT ARE ALIGNED WITH AND INTEGRATED INTO THE RUGBY PROGRAM'S NEEDS AND THOSE OF LONG-TERM DEVELOPMENT OF THE PLAYER.

DEVELOP AND FACILITATE FUNCTIONAL WORKING RELATIONSHIPS WITH CRUSADERS ACADEMY AND RELEVANT NPC TEAMS STRENGTH AND CONDITIONING COACHES, INCLUDING CANTERBURY AND TASMAN TO ENSURE SEAMLESS TRANSITIONING BETWEEN COMPETITIONS.

LEAD THE INTEGRATION OF PERFORMANCE MONITORING AND ANALYSIS TECHNOLOGY INTO THE CRUSADERS PROGRAM INCLUDING THE MANAGEMENT AND UTILISATION OF OTHER PERFORMANCE RELATED PROFESSIONALS TO MAXIMISE THE PERFORMANCE OUTCOMES OF THE PLAYER AND TEAM.

**LAST REVIEWED:** JULY 2025

**BY:** BUSINESS SUPPORT MANAGER AND GM PROFESSIONAL RUGBY

**NB:** THIS DOCUMENT IS SUBJECT TO REVIEW FROM TIME TO TIME, BUT NO LESS THAN ON AN ANNUAL BASIS.

ACHIEVEMENT OF THE POSITION OBJECTIVE WILL BE MEASURED THROUGH THE FOLLOWING KEY RESULT AREAS:

### 1 Lead the preparation and delivery through strength & conditioning staff of individual performance programmes for all contracted Crusaders during Super Rugby pre-season & in season

#### EXPECTED RESULTS:

- All Crusaders players receiving regular fitness tests and assessments as directed by the NZR and/or Crusaders and achieving the levels of fitness targeted.
- Liaise with other members of the management team to ensure there is an integrated and planned approach to the preparation of the players for the team.
- An understanding of the Coaches' philosophy and approach to the game, and strength and conditioning plan that is aligned to the coaches' intended approach to each season.
- Regular review and refinement of the program in consultation with coaches and other team management.
- All Crusaders players receiving regular fitness tests and assessments as directed by the NZR and/or Crusaders and achieving the levels of fitness targeted.
- All training sessions supervised and monitored to ensure that technique and volume of work is correct in relation the overall season plan.
- Coaching and delivery of key elements within the overall programme in the gym and on the field.

- Liaise with organisational management on initiatives relating to season structure, scheduling, team preparation and performance.

**2 Lead the philosophy on use of performance monitoring technology (e.g. GPS, NZR database, gym based monitoring systems) and the integration of this information to assist with strategic performance decision making**

**EXPECTED RESULTS:**

- Continuously seek best practice in the use of performance technology that will add value to the program.
- Vision for the use of technology articulated and understood across team management and players.
- Ensure regular reporting of information in an effective and useful manner to coaches and other personnel as appropriate.
- Lead player engagement with their information to drive ownership and understanding of their long-term development and short-term performance.

**3 Leadership and co-ordination of strength and conditioning, sports science and performance specialists.**

**EXPECTED RESULTS:**

- Integration of additional strength and conditioning, sport science and performance specialists to assist in the delivery of the program.
- Effective management and integration of Lead Strength and Conditioning Coach within the Crusaders program, to ensure maximum utilisation of available resources in campaign.
- In collaboration with the General Manager of Professional Rugby, explore partnership opportunities with University Masters/PhD programmes to strengthen to the Sport Science area and its capacity for research and development.
- In consultation with the coaches engage other specialists to assist in the physical and performance preparation as required.

**4 Integration of the nutrition strategy into the overall program**

**EXPECTED RESULTS:**

- Effective management of the Crusaders preferred Performance Dietician to agree and implement a player driven approach to individual development.
- Regular consultation to review the needs of the team and ensure nutritional requirements of all players are met at key moments within the team schedule.
- In conjunction with the NZR Integrity Unit, monitor ensure players adhere to NZR guidelines in regard to safe use of supplement use.
- Co-ordinate and facilitate and integrated approach the use of the All-Blacks Nutritionist as a resource for identified players of All Black interest.

**5 Implement strategic scheduling to maximise the training stress/recovery balance to decrease risk of injury while delivering weekly performance**

**EXPECTED RESULTS:**

- Deliver education and resources for players to take an individual approach to recovery and adaptation.
- Devise, review and implement training and match warmups in collaboration with the medical and coaching team.
- Regular consultation with the team doctor and physiotherapist to ensure there is a coordinated and planned approach to recovery, injury prevention and rehabilitation.

- Consult with and support the PDM on the importance of player welfare and life balance within the overall structure and process during the demands of the professional competition.
- Design and deliver a strategic approach to the loading and unloading of all forms of physical training through the pre-season and in-season.
- Collaborate with coaches and other support staff as appropriate on the management of individual players and their involvement in assembled pre-season and in-season with a view to sustain their performance over time.

**6 To maintain comprehensive player records within the NZR database and internal systems**

**EXPECTED RESULTS:**

- Up to date player records tracking fitness levels, playing and training load.
- Reports and data regularly updated as needed to the NZR High Performance Database.
- Regular conversation with National Team staff regarding players individual needs and goals to deliver aligned messaging
- Produce other reports and information as required.

**7 To continuously seek out professional development and up skilling opportunities**

**EXPECTED RESULTS:**

- Remain at the leading edge of the field of physical performance and development
- Understand trends and innovations in strength & conditioning, sport science and nutrition for their potential application for the Crusaders
- Impart knowledge and learning to other strength and conditioning coaches in the Crusaders Partnership, including at Canterbury and Tasman.

**8 To ensure the Crusaders strength and conditioning strategy and practices are in line with NZR**

**EXPECTED RESULTS:**

- Close liaison with the NZR High Performance personnel, including the All Blacks

**9 Proactively drive alignment with NPC, Academy and any other representative programs involving Crusaders contracted or development players**

**EXPECTED RESULTS:**

- Provide support and guidance to the to both Canterbury and Tasman strength and conditioning coaches.
- Ensure that implementation and delivery of training programs are appropriate and where possible are consistent with current Crusaders best practice methods.
- Monitor and review training programs and results for each Bunnings Warehouse NPC squad member of interest to the Crusaders.

**10 To ensure that the Crusaders Academy players and any other representative squads are preparing in a manner that develops their ability to become professional players.**

**EXPECTED RESULTS:**

- Excellent working relationship with the Crusaders Academy and their S&C coaches.
- A wide base of players who are physically well prepared for the demands of rugby at the professional level.

**11 Support the Crusaders International Academy Manager in the development and delivery of player, coach and support staff development programs.**

**EXPECTED RESULTS:**

- To assist and advise with the development and delivery of the CIA programmes as appropriate.
- Be available to assist with the delivery of coaching, mentoring and presentations from time to time for the CIA Manager. Content and timing to be considered in conjunction with the Crusaders General Manager of Professional Rugby and Manager of the CIA.

**12 Health and Safety**

**EXPECTED RESULTS:**

- All occupational safety and health obligations are met to ensure a safe and hazard minimised place of work.
- 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
- Ensures prompt and accurate reporting of all hazards, accidents and incidents
- Attends health and safety update training sessions scheduled

**13 Innovation**

**EXPECTED RESULTS:**

- Keep abreast of advances in the industry and up to date with industry best practice.
- Work collaboratively with other departments to identify the future needs of the Crusaders, developing strategies to prepare in advance for these evolving needs, keeping the Crusaders future focussed.

**14 Any Other Duties**

**EXPECTED RESULTS:**

- Any other duties as may be required from time to time to meet the needs the Crusaders
- Duties agreed to in conjunction with the Crusaders Head Coach and or, Crusaders General Manager of Professional Rugby. These may include, but are not limited to, providing coaching support to Crusaders Provincial teams, working with Academy and development players, working across departments for the betterment of the Crusaders Performance department.

<b>KEY AREAS OF AUTHORITY</b>
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**Staff:**       Lead Strength and Conditioning Coach  
                  Sports Scientist  
                  Assistant Strength and Conditioning Coach  
                  Consultant Performance Dietician support

**Budget:**       Spending authority in line with delegated limits