

Women's Elite Rugby Competition – Head Coach

PURPOSE OF THE POSITION:

To select (in conjunction with NZ Rugby) a Women's Elite Rugby squad for one of four NZ teams, in accordance with the guidelines adopted by the NZ Rugby from time to time.

To coach the team, on and off the field, to a standard of excellence, demonstrating a significant improvement over the season, enhancing the reputation of rugby, the Women's Elite Rugby competition and the team.

Accountability Statements:

Leadership

- Establish a team vision and team values, standards and protocols that fit within the goals of the Club(s) in which the women's team is based, and NZ Rugby.
- Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members.
- Model the NZ Rugby, Club, and team values, standards, and protocols at all times.
- Provide leadership of the team and team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately.
- Build and maintain strong working relationships with the Team, Team Management, and Provincial Union Women's High-Performance Managers using a range of communication styles and media tailored to the individual and the message.
- Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.

Squad Selection, Team Selection & Preparation

- Monitor and assess the performance of all players playing Farah Palmer Cup, Black Ferns, Black Ferns Sevens, and other domestic competitions, both within and outside the geographical boundaries of each Women's Elite Rugby Competition team. Such assessments will include consultation with Farah Palmer Cup Team Coaches, other Women's Elite Rugby Competition Coaches, Black Ferns and Black Ferns Sevens Coaches. Player assessment information will be provided to NZ Rugby as requested from time to time.
- Identify all players in contention for selection for your Women's Elite Rugby Competition Team and advise NZ Rugby of such players by the date required by the NZ Rugby.
- Select a squad of players for the Women's Elite Rugby Competition Team from within the designated team location in accordance with the selection policies, protocols and process as determined and advised by NZ Rugby from time to time.
- In selecting your Women's Elite Rugby Competition team, assist NZ Rugby to ensure that,

within reasonable discretion with regard to squad balance, the best performed available players are selected in a Women's Elite Rugby Competition Team each year regardless of the Provincial Union for which the player played, or will play.

- Maintain discretion and confidentiality regarding Squad and Team selection consideration, including discussions with players about their performance and not making any promises or guarantees of selection to any player, at all times during and after the Women's Elite Rugby Competition Squad selection process.
- Communicate with players identified as being in contention for selection but not selected in a Women's Elite Rugby Competition Team regarding their non-selection in accordance with NZ Rugby's selection process protocols as advised to you by NZ Rugby.
- Assist NZ Rugby to identify players who are not selected for an initial Women's Elite Rugby Competition Team who are regarded as potential replacement players in the event of injuries to the selected Women's Elite Rugby Competition Team players.
- Comply with the replacement player protocols and process (as determined and advised by NZ Rugby from time to time) for seeking any Women's Elite Rugby Competition squad replacement player.
- Select the playing team to play each match from within the selected initial Women's Elite Rugby squad, and any approved replacement players.

Team Method

- Prepare a comprehensive selection plan, and a detailed coaching and fitness training programme for the team, with input as necessary from Team Management, the Black Ferns and Black Ferns Sevens coaches, sport science and medical programme leads, and NZ Rugby as appropriate and/or required.
- As requested by Super Rugby CEO or NZR Women's HP Manager, provide a clear statement of coaching philosophy, vision and goals for team, ideal team profile, and season game plan at any point in the season.
- Work closely with the team Strength & Conditioning Coach to ensure that the players are provided with an appropriate fitness and training programmes for them to attain the required level of fitness in preparation for the competition.
- Ensure that, following consultation and advice from the team doctor of your Women's Elite Rugby Competition Team, each player's welfare, health, and safety is given priority at all times.
- Fully utilise all available technologies to analyse, understand and develop individual and team performance.
- Conduct in-depth analysis of individual players, the team, and the opposition.
- Develop appropriate game plans, review and measure individual and team performance against these plans.
- Remain up to date with modern game development, including new laws and their impact on the game.

Effective Team Training

- Provide technical and tactical coaching to individual players and mini units within the Team as appropriate.
- Use and facilitate the use of technical specialist coaches where required.
- Develop well-structured training sessions that provide team progressions in the areas of:
 - Set play
 - Attack
 - Defence
 - Open play

Discipline

- Assist in the development of clear and appropriate team protocols and standards in conjunction with team management and players.
- Ensure that the established team protocols and standards are met and maintained and deal effectively with any breach or conflict.
- Ensure that the team maintains an appropriate standard of discipline both on and off the field.

Player Development and Appraisal

- Consult and work closely with the Club's Professional Development Manager to ensure that, in conjunction with Team playing and training requirements, player welfare and appraisal is respected and enhanced.
- Encourage the development of players' leadership and self-reliance qualities.
- Undertake and record player performance expectations with each player before the Elite Women's Rugby Competition season.
- Monitor and assess individual player performance and development, including use of Smartabase and any other analytical tools during the season.
- Provide regular performance and development review feedback to each player with reference to match analysis information during the Elite Women's Rugby Competition season.
- Complete and record player performance reviews with each the player at the end of the Women's Elite Rugby Competition season and provide to NZ Rugby a copy of each completed performance review document within 4 weeks of the end of your Elite Women's Rugby Competition Team's season.
- Provide accurate assessment of players' ability and areas for development to the player and NZ Rugby.

NZ Rugby/ Super Rugby Club/ Provincial Union Relationships

- Work closely with the NZ Rugby to develop individual players for the betterment of New Zealand Rugby, including the Black Ferns and Black Ferns Sevens teams.
- Contribute constructively to any review or policy work and administrative matters relating to the Elite Women's Rugby Competition Squad selection protocols and process, the Elite Women's Rugby Competition, or other high-performance matters, as requested by NZ Rugby from time to time.
- Contribute meaningfully to the implementation of NZ Rugby High-Performance strategies for the overall benefit of NZ Rugby.
- Adhere to NZ Rugby/Club policies and procedures as outlined from time to time.
- Provide advice to coaches and/or selectors of the Black Ferns, Black Ferns Sevens, Provincial Union teams and/or NZ Rugby on the ability, performance and fitness of players selected in your Elite Women's Rugby Competition Team as requested.
- Consult and discuss with the Black Ferns and Black Ferns Sevens 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.
- Develop relationships/networks with the NZRU and other coaches to contribute to the NZ Rugby High-Performance Programme and the creation of a pool of knowledge and practice for the benefit of New Zealand Rugby.
- Build relationships with coaches and Provincial Unions within the Club region of your Women's Elite Rugby Competition Team, clearly communicating the goals, values and standards of your Women's Elite Rugby Competition Team and sharing best practice coaching and team management experiences as appropriate.
- In conjunction with the team management, ensure that all requirements under the Memorandum of Understanding, including the players annual leave requirements, as identified in consultation with NZ Rugby, are observed and given effect.

Media

- Contribute and adhere to the media policy developed by the Club in which the Women's Elite Rugby Competition team is based, (TV, radio and print).
- Be available and responsive to media requirements and requests to comment on Team matters as agreed and where appropriate.
- Act in a positive, professional manner with the Media.
- Develop and foster positive professional relationships with media representatives.
- Develop and foster a positive and appropriate media profile including participation in media activity such as interviews, photographic, filming and/or recording sessions as reasonable and appropriate.
- In conjunction with the Team Manager &/or Communications Manager, ensure all players have appropriate availability and access to the media.

Referees

- Keep abreast of all game law changes and competition rules.

REPORTING RELATIONSHIPS:

This job reports to:

- CEO of the Franchise in which your Women's Elite Rugby Competition Team is based, with regard to operational matters relating to the Super Rugby Club and your Women's Elite Rugby Competition Team.
- NZ Rugby Women's High-Performance Manager with regard to employment duties and employment relationship matters and promotional activity.
- NZ Rugby Women's Coach Development Manager with regard to coaching and development (or other such person nominated by NZ Rugby from time to time).

Relationships/Interactions

- Ensure that players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players, referees, and match officials.
- Maintain sound, professional working relationships with referees and touch judges.
- Provide constructive feedback and views for referee match performance assessments each week, and otherwise ensure that appropriate established channels are utilised to provide feedback on referee performance.
- Ensure acceptance of referee decisions and acknowledge constructive referee feedback received.

Commercial / Sponsors and Administration

- Facilitate and participate in promotional or commercial activities with sponsors as directed by the Super Rugby Club in which the team is based and/or NZ Rugby from time to time.
- Develop and foster positive and accessible relationships with sponsors.
- Ensure the contribution that adidas makes to New Zealand rugby is recognised at every appropriate opportunity.
- Work with the Super Rugby Club and NZ Rugby commercial and marketing teams to understand and ensure that commercial and broadcasting obligations relating to the Team are met.
- Recognise Sky TV's unique broadcasting position and partnership with NZ Rugby by working co-operatively at all times.
- Attend such meetings, seminars and/or briefing sessions as may be arranged at which your attendance is required from time to time.
- Complete and submit an in-depth Coach's Campaign Report to NZ Rugby and Super Rugby Club, within 4 weeks of the end of your Elite Women's Rugby Competition Team Season, covering all key aspects of the season, including;
 - Monitoring of progress against team programme plan;
 - Appraisal of the selection process, Team Management, individual player appraisal;

- Identified strengths and weaknesses of the season campaign; with recommendations for the future.

PERSON PROFILE

QUALIFICATIONS AND EXPERIENCE:

Qualifications and Experience	<p>Must have coached one of the following in the last 12 months –</p> <ul style="list-style-type: none"> • a Super Rugby Club Team, • Farah Palmer Cup Team, • Black Ferns or Black Ferns Development Team, • Black Ferns Sevens or Black Ferns Sevens Development Team, or • Overseas Team that may be considered equivalent in terms of experience and competitive exposure within women’s rugby, <p>OR completed a minimum of three years cumulatively in any of these roles. This “qualification” to remain valid for up to five years from the date the coach ended their involvement with the New Zealand team or equivalent overseas Team involvement.</p>
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Relationships

- Assistant Coach
- Players
- Team Manager
- Team Support personnel
- CEO of Super Rugby Club
- Super Rugby Club & NZ Rugby commercial and marketing staff
- Super Rugby Club Professional Development Manager
- Black Ferns and/or Black Ferns Sevens Professional Development Managers
- NZRU personnel
- Other coaches
- Referees and other game officials
- Farah Palmer Cup Coaches
- NZ Rugby
- Media (with agreement of the Super Rugby Club)

