

POSITION DESCRIPTION

Crusaders

TITLE:	CRUSADERS ASSISTANT STRENGTH AND CONDITIONING COACH
INCUMBENT:	
REPORTS TO:	CRUSADERS HEAD OF PHYSICAL PERFORMANCE
POSITION OBJECTIVE:	TO ASSIST THE LEAD STRENGTH AND CONDITIONING COACH IN THE PROVISION OF STRENGTH AND CONDITIONING SERVICES TO THE CRUSADERS PLAYERS. HAVING FULL RESPONSIBILITY AND ACCOUNTABILITY FOR THE DELIVERY OF THE STRENGTH AND CONDITIONING SERVICES FOR INJURED PLAYERS AND THE RETURN TO PLAY PROCESS.
LAST REVIEWED:	SEPTEMBER 2024
BY:	GM PROFESSIONAL RUGBY AND HEAD OF PHYSICAL PERFORMANCE
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 Deliver strength and conditioning services to Crusaders players

EXPECTED RESULTS:

- Utilize research and best practice information to contribute to a successful performance program.
- Deliver individualized strength and conditioning services that support elite-level rugby players and align with the Crusaders' philosophy.
- In consultation with performance and medical staff, ensure there is an aligned approach to injury prevention, injured player management, and athlete return-to-play.

2 Support the preparation of Crusaders rugby players for the physical demands of the Super Rugby Pacific campaign

EXPECTED RESULTS:

- All players with individualised strength and conditioning programs tailored to their specific needs and aligned with the Lead Strength & Conditioning Coach's philosophy.
- Develop proactive strength and conditioning programs that maximise performance & minimise injury risk.
- Monitor players' performance to ensure consistent physical progress, contributing to training and match availability.

3 Lead the strength and conditioning process for any injured players

EXPECTED RESULTS:

- Coordinate with players, Crusaders coaches, performance, medical, and other support staff to ensure the return to performance process is effective, collaborative, and holistic.
- An aligned and integrated application of strength and conditioning input into the short, medium and long-term injury management process.
- Ensure Crusaders players take ownership of their training plans.
- Schedule regular progress meetings to ensure effective alignment of the long term injury process.
- Manage training loads to ensure effective physical development & minimise re-injury risk.

4 Lead and develop a robust system around the key modifiable risk factors (MRFs) associated with Super Rugby and aligned with New Zealand Rugby initiatives

EXPECTED RESULTS:

- Lead the process of assessing, monitoring, and ultimately intervention, to best develop robust players.
- Coordinate with performance and medical staff to ensure a collaborative and results-based process.

5 Ensure Comprehensive records of players' strength and conditioning progress

EXPECTED RESULTS:

- Keep records tracking players' physical development, strength benchmarks, and performance metrics up-to-date.
- Conduct initial fitness assessments for all players entering the Crusaders team environment and use these assessments to build effective physical development plans.

6 Contribute to the overall culture of the Crusaders Rugby Team by aligning with both the team and organisation's vision.

EXPECTED RESULTS:

- Participate in planning sessions for Crusaders programming, ensuring alignment with the Lead Strength and Conditioning Coach's vision.
- Attend and contribute to weekly player and management meetings, offering input on strength and conditioning matters in alignment with broader team objectives and the Head Coach's vision.
- Input into team reviews and continual improvement processes throughout the programme year.

7 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.

8 Any Other Duties

EXPECTED RESULTS:

- Any other duties as may be required from time to time to meet the needs the Crusaders.
- Such duties are carried out in a timely, professional and accurate manner.
- Participates in training and development related to the position as required.
- 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.

FUNCTIONAL RELATIONSHIPS

Internal: Chief Executive
Team Manager
Team Coaches
Team Support personnel
GM Professional Rugby
Crusaders Academy S&C Coach
Provincial Union S&C Coaches
Other CRFU, TRU and Crusaders representative personnel

External: NZRU Fitness personnel
NZRU Sports Science personnel
NZRU Integrity Manager
Club Coaches and fitness personnel

Budget: Spending authority in line with delegated limits