



SCHEDULE TWO POSITION DESCRIPTION

TITLE:	MATATŪ HEAD OF STRENGTH AND CONDITIONER
INCUMBENT:	
REPORTS TO:	MATATŪ HEAD COACH
POSITION OBJECTIVE:	LEAD THE ALIGNMENT AND DELIVERY OF AN ATHLETE CENTRED PERFORMANCE PROGRAM FOR MATATŪ, SO AS TO ASSIST IN THE TEAM DELIVERING WORLD-CLASS PERFORMANCE AND DEVELOPING WORLD CLASS PLAYERS. DEVELOP, ARTICULATE AND IMPLEMENT A CLEAR VISION FOR THE MATATŪ STRENGTH AND CONDITIONING PROGRAM THAT INCLUDES INDIVIDUALIZED PROGRAMS FOR PLAYERS CONTRACTED TO MATATŪ THAT ARE ALIGNED WITH THE RUGBY PROGRAM'S NEEDS AND THOSE OF LONG-TERM DEVELOPMENT OF THE PLAYER.
LAST REVIEWED:	SEPTEMBER 2021
BY:	BUSINESS SUPPORT MANAGER AND GM MATATŪ
<u>NB:</u>	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 Matatū during pre-season & in season**

EXPECTED RESULTS:

- 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 Matatū players receiving regular fitness tests and assessments as directed by NZR and/or Matatū 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 into 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 sports science and performance specialists.

EXPECTED RESULTS:

- Integration of, sport science and performance specialists to assist in the delivery of the program.
- In collaboration with the General Manager Matatū, 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:

- 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 to 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 Black Ferns Nutritionist as a resource for identified players of Black Fern 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 Matatū.

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

EXPECTED RESULTS:

- Close liaison with the NZR High Performance personnel, including the Black Ferns

9 Proactively drive alignment with the Farah Palmer Cup programme involving Matatū contracted or development players

EXPECTED RESULTS:

- Ensure that implementation and delivery of training programs are appropriate and where possible are consistent with current Matatū best practice methods.
- Monitor and review training programs and results for each Farah Palmer Cup squad member of interest to Matatū.

10 Health and Safety

EXPECTED RESULTS:

- Adheres to all Health and Safety systems and emergency procedures that are in place throughout the Crusaders, Rugby Park and any other training/playing venue as appropriate.
- Encourages staff and player participation in the global rugby programme's health and safety system.
- Ensure that staff and contractors comply with their health and safety obligations, complete the appropriate H&S induction, understand their obligations and know where to find all H&S information pertaining to their working environment.



- 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 Any Other Duties

EXPECTED RESULTS:

- Any other duties as may be required from time to time to meet the needs the Crusaders and/or Matatū.
- Duties agreed to in conjunction with Matatū Head Coach and or, Women's 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.

KEY AREAS OF AUTHORITY

Staff: TBC

Budget: Spending authority in line with delegated limits

FUNCTIONAL RELATIONSHIPS

Internal: Matatū Coaches
Team Doctor
Team Physiotherapist
Matatū Team Manager
GM Matatū
Other Team Support personnel
Other Crusaders and CRFU representative personnel

External: Black Fern personnel including Black Fern Head Strength and Conditioning Coach