# POSITION DESCRIPTION

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| **TITLE:** | **MATATŪ AND AUPIKI HUB HEAD OF STRENGTH AND CONDITIONING** |
| **INCUMBENT:** | |
| **REPORTS TO:** | **GM MATATŪ** |
| **POSITION OBJECTIVE:** | LEAD THE ALIGNMENT AND DELIVERY OF AN ATHLETE CENTRED PERFORMANCE PROGRAM FOR THE AUPIKI HUB AND MATATŪ CONTRACTED ATHLETES, SO AS TO ASSIST IN THE TEAM AND INDIVIDUAL ATHLETES DELIVERING WORLD-CLASS PERFORMANCE. DEVELOP, ARTICULATE AND IMPLEMENT A CLEAR VISION FOR THE HUB AND MATATŪ STRENGTH AND CONDITIONING PROGRAMS THAT INCLUDES INDIVIDUALIZED PROGRAMS FOR PLAYERS CONTRACTED ALL APPLICABLE MATATŪ PROGRAMS THAT ARE ALIGNED WITH THE RUGBY PROGRAM'S NEEDS AND THOSE OF LONG-TERM DEVELOPMENT OF THE PLAYER. |
| **LAST REVIEWED:** | NOVEMBER 2025 |
| **BY:** | BUSINESS SUPPORT MANAGER AND GM MATATŪ |
| **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 Matatū Hub, season campaign and other appliable programmes i.e U20s, physical preparation, and assist in day-to-day S&C operations**

**EXPECTED RESULTS:**

- Plan and implement an effective Aupiki Hub and campaign for contracted players within applicable programmes.
- Build strong relationships with the Black Ferns S&C and other NZR and Black Ferns Management and ensure the Matatū campaign and hub strength and conditioning strategy and practices are in line with NZR.
- Lead the physical preparation of the Black Ferns contracted and development players in line with Black Fern's requirements of these players.
- Input into players IPP sessions and liaising with other key staff i.e physio, skills coaches, mental skills to assist in building a full holistic approach to the IPP process.
- All training sessions supervised and monitored to ensure that technique and volume of work is correct in relation the overall season plan, alongside ensuring coaching and delivery of key elements within the overall programme in the gym and on the field.

**2 Lead the preparation and delivery of individual S&C performance programmes for all contracted Matatū athletes during appliable windows and programmes**

**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.

3 **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 for Aupiki hub and Matatū programmes**

**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.

**4 Leadership and co-ordination of sports science, nutrition and other 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 and Head of Rugby, explore partnership opportunities with University Masters/PhD programmes to strengthen 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.
- Integration of the nutrition strategy into the overall programme including regular consultation to review the needs of the team and ensure nutritional requirements of all players are met at key moments.
- 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 a selected Nutritionist as a resource for identified players within the hub.

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 **Leadership of S&C strategy and best practice within the Matatū South Island region**

**EXPECTED RESULTS:**

- Leadership of best practice women's rugby S&C across the South Island, including regular connection (i.e at least once a month) with FPC/academy S&Cs in South Island PUs
- Create and provide best practice systems, frameworks with an aim to develop a centralised resource/hub that provides guidance on systems and processes i.e consistent fitness testing windows, programme innovation etc

8 **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 and recommendations to BF management.

**9 Proactively engage on alignment with the Farah Palmer Cup and Academy programmes involving Matatū contracted or development players**

**EXPECTED RESULTS:**

- Engage around training programs that are appropriate and where possible consistent with current best practice methods.

## 10 Health and Safety

**EXPECTED RESULTS:**

- Adheres to all Health and Safety systems and emergency procedures that are in place throughout the Crusaders and Canterbury, Rugby Park, Lincoln University 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 of Black Ferns hub and Matatū.
- Duties agreed to in conjunction with Matatū Head Coach, BF management and GM Matatū as per respective programme requirements. 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 players individual needs and the overall high performance environment.

## KEY AREAS OF AUTHORITY

**Staff:** TBC

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

## FUNCTIONAL RELATIONSHIPS

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

**External:** Black Ferns personnel including Black Ferns Head Strength and Conditioning Coach
NZRU personnel and High-Performance staff
Black Ferns team management
Tertiary Institutions in Canterbury
South Island PU Academy and women's programme leads and S&C staff