

POSITION DESCRIPTION

Position Title	NZ Sevens Head of Performance
Business Unit	NZ Sevens
Reports to	All Blacks Sevens Head Coach Black Ferns Sevens Head Coach
Position Type	Fixed Term contract until December 2024
Location	Tauranga, NZ
Date	January 2023

New Zealand Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify. We do this by living the values of The Rugby Way, Te Ara Ranga Tira, which guides our game from Small Blacks to national teams.

The four pillars (Pou) of The Rugby Way are: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihihi) & Play Fair (Te Pou Tika).

We strive for rugby teams in black that are unrivalled, a high performance system that produces the world's best talent, competitions that fans love, and a community game that is strong and cherished. We are committed to New Zealand rugby being financially secure, attracting top partners and contributing actively to the global game.

New Zealand Rugby employs more than one hundred staff who are based in its Wellington head office, Auckland or in a variety of rugby roles throughout New Zealand. Responsibilities include management of our national teams (including the All Blacks), administration of our national competitions, and participation in international competitions including Test matches, as well as assisting community rugby throughout the country. The organisation has direct relationships with its members, including all 26 Provincial Unions, Investec Super Rugby Teams, Commercial and other partners and stakeholders such as the New Zealand Government.

New Zealand Rugby is one of New Zealand's largest sports organisations, with a team of employees committed to ensuring that our national game is run smoothly and effectively at all levels, all over New Zealand.

Purpose

The NZ Sevens Head of Performance will be responsible for leading the performance team to deliver an integrated performance model that allows our teams to deliver world-class high-performance outcomes on a sustainable basis.

Key Tasks

Performance Team Leadership

- Overall responsibility for the vision and strategic direction of the Performance team that supports and develops International Sevens players for the NZ Sevens teams.
- In consultation with the Head Coaches lead an integrated performance programme to prepare the players for the physical demands of International Sevens.
- As part of this ensure each player has an Individual Performance Plan (IPP) in place.
- Leads the Performance Team in the delivery of the agreed priorities.
- Leads the process that provides insights and recommendations to the coaching staff using available technology on player load, wellness and other performance measures.
- Co-ordinates and contributes to the operational plans and budgets in conjunction with direct reports.

Strategic Working Relationships

- Foster and develop sound relationships with the NZ Rugby High Performance Team, National teams, Super Rugby Clubs, Provincial Unions, High Performance Sport NZ and other key stakeholders.
- Establish and maintain effective working relationships with staff (includes Players, Coaches, and Support staff), external parties and other business networks as required.
- Maintain a high level of awareness of world leading high performance practices within other sporting codes through the establishment of relationships, and international benchmarking.

Sporting Excellence

- Identify the critical elements of success through research of world leading performance trends.
- Evaluate through international benchmarking the success of the teams performance programme to ensure world leading practices are maintained.
- Ensures all performance staff are aware of the role they play in ensuring New Zealand Sevens programmes have an integrated performance model.

Athletic Development

- Develop and maintain an infrastructure of skilled support people who work with players at each stage of their physical development and performance.
- Evaluate delivery outcomes through the results/improvement in athlete performance.

Research & Development

- Ensure that applied sport sciences are integrated into the planning of the Sevens performance programme.

- Maintain a high level of awareness of the latest technology aimed at improving performance.
- Ensure the coaches are aware of the latest research which has performance impact potential.
- Evaluate the latest technology and make accessible to coaches and staff.

Staff Performance and Development

- Provide support and direction for staff to enable them to achieve success in their role and agreed outcomes.
- Ensure each of the performance team have a development plan that is tailored to their individual needs and is reviewed regularly.
- Ensure training and development initiatives are introduced which are relevant in improving performance and efficiency.
- Oversees the planning, execution and supervision of projects undertaken by the team.

Other

- Undertake any other duties as directed to meet team or organisational objectives.

Health & Safety (for self)

- Takes personal responsibility for keeping self free from harm
- Follows safe working procedures
- Reports incidents promptly
- Reports hazards promptly and suggests appropriate remedies
- Knows what to do in the event of an emergency
- Co-operates in implementing rehabilitation plan

Health & Safety (for the team)

- Ensures staff are informed of Health and Safety requirements in the workplace, and are adequately trained to carry out their work safely
- Ensures the prompt and accurate reporting, recording and investigation of all workplace incidents and injuries
- Ensures all hazards are promptly assessed for their significance, and managed

Key Relationships

This position reports to:	<ul style="list-style-type: none"> • All Blacks Sevens Head Coach • Black Ferns Sevens Head Coach
Other areas/people that report to this position's immediate manager:	<ul style="list-style-type: none"> • All Blacks Sevens Assistant Coaches • All Blacks Sevens Manager • All Blacks Sevens Performance Analyst • Black Ferns Sevens Assistant Coaches • Black Ferns Sevens Manager
This job's direct reports are:	<ul style="list-style-type: none"> • All Blacks Sevens S&C Coach • All Blacks Sevens Physiotherapist • Black Ferns Sevens S&C Coach • Black Ferns Sevens Physiotherapist • NZ Sevens Medical Director • NZ Sevens Nutritionist • NZ Sevens Assistant S&C Coach • NZ Sevens Assistant Physiotherapist • NZ Sevens Data Scientist
External Relationships	Internal Relationships
<ul style="list-style-type: none"> • NZ based Super Rugby Franchises • Provincial Unions • World Rugby • High Performance Sport NZ 	<ul style="list-style-type: none"> • NZR High Performance Team • NZR Medical and Administrative Staff • Players • Team Management

Person Specification - Experience

People/Leadership Skills

- Proven leadership experience.
- Successfully managed internal and external relationships.
- Respected and regarded by reputation as credible, professional, and competent.
- Experience in planning, managing, and prioritising multiple and competing tasks, projects and people to meet deadlines and produce results.

Technical Skills, Knowledge, and Experience

- Extensive experience working with and leading teams within a high-performance sports environment.
- Previous knowledge of and exposure to world leading high performance sports systems.
- An understanding of the characteristics of effective high-performance athlete development pathways with proven experience implementing these.
- An understanding of the factors required to deliver results internationally in sport.
- A tertiary qualification and knowledge in a High-Performance sporting environment.
- A detailed knowledge of the game of rugby (but not essential).

Competencies

Behaviour	Everyone	People Leaders
Be Welcoming	<ul style="list-style-type: none"> Respects and values others' styles, opinions, backgrounds and beliefs Understands the motivations and situation of others Promotes an inclusive culture welcoming all ages, genders, ethnicities, sexualities, religions or physical abilities 	<ul style="list-style-type: none"> Stays connected to the team Cultivates a team culture by advocating collaboration across teams Actively seeks others' involvement
Be Our Best	<ul style="list-style-type: none"> Seeks and acts upon feedback to improve performance Recognises & develops own strengths and work-ons Shares knowledge and skills Respects and values the contribution of others Identifies areas where a difference can be made and adds value Works to gain trust and respect with all stakeholders Responds positively to change Is forward-thinking, always looking striving to improve and be the best Consistently delivers on time Puts their hand up when help is required or when it's required by others Sees opportunities rather than barriers Speaks up and challenges where there are issues, risk or inefficiencies 	<ul style="list-style-type: none"> Ensures the right people are in the right job at the right time Provides the tools needed for success Invests in growing our people and supporting their holistic development Sets attainable challenges & recognises and reinforces development efforts Shares information and provides effective coaching Takes the time to understand individual's strengths and where/how they can add value Engages and utilises people from across NZR in the development and execution of business priorities Looks long-term, to generate and encourage new ideas Walks the talk Ensures the wider team understand how what they do fits with NZR's vision and key strategic challenges Prioritises the wider team's goals and intentions accordingly
Be Passionate	<ul style="list-style-type: none"> Demonstrates a can do attitude, always open to opportunities Pursues everything with energy and drive Strives to achieve stretch goals Always an ambassador for NZR and the game 	<ul style="list-style-type: none"> Creates a highly engaged environment and culture Encourages responsible risk taking where mistakes are owned and learned from Encourages research and learning in relevant areas of rugby, sports and other business to understand future trends

	<ul style="list-style-type: none"> Loves what we do – works here because it's fun and we connect with others Is a team player, connects with people 	
Play Fair	<ul style="list-style-type: none"> Is honest and constructive in discussions Acts for the good of the game and respects its heritage, history and heroes Is open, supportive and considerate Actively listens, considers and takes on board other views Behaves with integrity and is responsible for own behaviour Looks after others and steps in if something is not right Fronts when something goes wrong, owns the action and the consequence 	<ul style="list-style-type: none"> Ensures people know what is expected Has the team's back Trusts others to make good and timely decisions Clearly and consistently communicates with all team members

Authorities / Dimensions of the Position

Staff - 9

Budget – controls and expenditure budget

Manager Name: _____ Signature: _____ Date: _____

Employee Name: _____ Signature: _____ Date: _____