

JOB DESCRIPTION



Position Title	NZ Sevens Pathways Manager
Business Unit	NZ Sevens
Reports to	All Blacks Sevens Head Coach Black Ferns Sevens Head Coach
Position Type	Fixed Term contract until 31 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 Pathways Manager will be responsible for assisting in the development and implementation of the High Performance Sevens pathways for New Zealand Rugby. This includes managing Sevens development programmes with an emphasis on identification, development and succession of Sevens players.

Key Tasks

Major responsibilities and accomplishments expected of the position are:

High Performance Sevens Pathway Management

- In conjunction with the NZ Rugby High Performance Pathways Manager;
 - Develop and implement an integrated Sevens Player Pathway to support the identification and development of Sevens players.
 - Ongoing review of the pathways to ensure development needs are being met.
- Manage High Performance Sevens pathway programmes.

Player Development

- Ensure that identified development players are provided with individual performance plans that are monitored.
- Provide up to date reports on the current status of development players progression against individual performance plans.
- Ensure effective transition of players from Schools, Provincial Unions through to National teams.
- Implement and manage systems and processes that will enhance the development of talented Sevens players.
- Organise and co-ordinate development camps to facilitate player development in an effective and appropriate environment.

Sevens Development Teams, Tournaments and Competitions

- Support of development programmes including; campaign management, management recruitment, ensure campaign plans are developed and implemented, review of programmes at the conclusion of each campaign.
- Assist in planning and implementation of competitions and tournaments.

Talent Identification

- In conjunction with the High Performance Talent Identification Manager
 - Create and integrate a Sevens talent identification plan aligned to the current identification system.
 - Increase the opportunities for talented athletes and coaches to experience Sevens rugby.
 - Develop a talent transfer programme for Sevens.
 - Provide advice on Sevens player identification and development and the key elements of a player pathway to the Region/Provincial Union.

Relationships

- Establish and develop strong relationships with all key stakeholders including:
 - Provincial Union High Performance staff
 - Super Rugby High Performance staff
 - National team coaches and support staff
 - Selection Network
 - Key Partners
- Provide on-going guidance and support to the Super Rugby clubs, Provincial Unions, selectors and coaches on Sevens pathways and key indicators for progression through these pathways.
- Be an advocate for the Sevens pathways internally and externally.

Other

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

Key Relationships

• This position reports to:	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:	None
External Relationships <ul style="list-style-type: none">• Super Rugby Clubs• Provincial Unions• HPSNZ	Internal Relationships <ul style="list-style-type: none">• NZR High Performance Team• NZR Medical and Administrative Staff• Players• Team Management

Person Specification

Experience – Required

- Proven experience in working with high performance player pathways.
- Involvement in high level sports management of 3-5 years.
- Proven experience in high performance sport environments.
- Experience effectively co-ordinating resources.

Educational and Professional Memberships

A tertiary degree in a management discipline and/or sport related area.

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 • Loves what we do – works here because it's fun and we connect with others • Is a team player, connects with people 	<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
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 	<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

	<ul style="list-style-type: none">• Looks after others and steps in if something is not right• Fronts when something goes wrong, owns the action and the consequence	
--	---	--

Authorities / Dimensions of the Position

Manager Name: _____ Signature: _____ Date: _____

Employee Name: _____ Signature: _____ Date: _____