

POSITION DESCRIPTION



Position Title	Assistant Strength & Conditioning Coach – NZ Sevens
Business Unit	Professional Rugby and Performance - Sevens
Reports to	Head of Performance – NZ Sevens
Position Type	Fixed Term Contract (October – June)
	Term TBC
Location	Mount Maunganui, NZ

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

Deliver world-class Strength and Conditioning services for the All Blacks Sevens and Black Ferns Sevens programs that are aligned to the specific demands of international rugby sevens, with a focus on implementing evidence based injury prevention and rehabilitation strategies, and integration and application of performance systems, monitoring, and technology platforms.

Key Tasks

Major responsibilities expected of the position are:

1. Strength and Conditioning program delivery

- Support the design and implementation of evidence-based S&C programs for All Blacks sevens and Black Ferns sevens players.
- Take a support role during centralised team-based training, and a lead role when required during tours or in the absence of lead S&C coaches.
- Deliver individual and group training sessions in strength, power, speed, and conditioning as required.
- Assist in performance monitoring and physical testing protocols.
- Ensure alignment of physical performance programs with Individual Player Plans (IPPs) and coaching philosophies.

2. Injury Prevention and Rehabilitation / RTP

- Collaborate with medical and S&C staff to support the design and implementation of injury prevention strategies tailored to sevens rugby demands.
- Collaborate with medical and S&C staff to facilitate the delivery of progressive return-to-play programs for all sevens contracted players.
- Monitor load progression, including daily management of players requiring session modifications.
- Design and implement movement quality, drill design, and load management strategies to reduce and mitigate against injury incidence.

3. Sport Science, Systems and Technology

- Support the implementation and operation of performance monitoring technology (including but not limited to: GPS, Vald, Gymaware, Smartabase, Teambuildr).
- Provide timely and accurate reports to coaches, medical staff, and players as required.
- Assist with the integration of data systems to support performance decision-making.
- Ensure compliance with data privacy, accuracy, and reporting standards.

4. Collaboration and Culture

- Work effectively with lead S&C coaches, medical staff, and coaching staff to deliver an integrated performance program.
- Foster strong relationships with Super Rugby franchises, Provincial Unions, HPSNZ, World Rugby, and other key stakeholders.
- Actively contribute to the team's performance culture by demonstrating NZR's values and high professional standards.

5. Operational Support

- Maintain strong working relationships with other Adams Centre facility users (e.g. BOP Rugby, Cricket, Athletics etc) to ensure S&C training facilities and equipment are prepared, maintained, and fit for purpose.
- Contribute to travel, logistics, and daily operations during tournaments and training camps as required.
- Undertake other duties as required to support team and organisational success.

Required Competencies

Qualifications & Experience:

- Relevant tertiary qualification in sport science, exercise physiology, or strength and conditioning.
- Demonstrated applied experience in a high-performance sporting environment (preferably rugby or professional team sport), including working within multi-disciplinary teams.
- Proven knowledge and application of principles of applied sports science relating to strength, power, speed, and conditioning development for elite athletes.
- Experience designing and implementing injury prevention and rehabilitation programs.
- Familiarity with performance monitoring systems and technologies.

Skills & Attributes:

- Strong collaboration, interpersonal, cross-cultural communication skills, especially in working with Māori and Pasifika athletes.
- Excellent oral, written, and IT skills, with proficiency in reporting systems.
- High personal standards, integrity, and commitment to professional growth, including discretion relating to confidential information.
- Understanding of the demands, pressures, and variability of international high-performance sport, including requirement for domestic and international travel.

Key Relationships

This position reports to:	NZ Sevens Head of Performance
This positions direct reports are:	n/a
Other roles that position must work collaboratively with:	All Blacks Sevens S&C Coach Black Ferns Sevens S&C Coach All Blacks Sevens Head Physio Black Ferns Sevens Head Physio NZ Sevens Medical Doctor NZ Sevens RTP Physio NZ Sevens Nutritionist
External Relationships <ul style="list-style-type: none">• World Rugby• HPSNZ• NZOC	Internal Relationships <ul style="list-style-type: none">• All Blacks Sevens and Black Ferns Sevens players and management• Other national teams• NZ based Super Rugby Clubs• Provincial Unions

Acknowledgement of Position Description

Employee's name:	Signature:	Date:
Manager's name:	Signature:	Date: