

BLACK FERNS
ASSISTANT COACH - Forwards

Position Title	Black Ferns Assistant Coach - Forwards
Business Unit	Black Ferns Team
Reports to	Black Ferns Head Coach
Location	NZ
Date	January 2026

New Zealand Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify New Zealanders. We have an ambition to be a world-leading sports organisation and enable all of rugby to be the best it can be.

New Zealand Rugby's purpose is to lead, grow, support and promote New Zealand's game. 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 over 100 people. We're based in the Wellington head office, our Auckland office or in a variety of rugby roles throughout New Zealand. Responsibilities include management of our national teams, 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 and Super Rugby Aupiki entities, sponsors, 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 primary purpose is to assist the Black Ferns Director of Rugby, on and off the field, to ensure that the Black Ferns are a successful and winning team. This primary purpose will be supported by:

- Providing leadership to the Black Ferns and developing professional and constructive relationships with all internal and external stakeholders of the game
- Living and role-modelling NZR's organisational values and The Rugby Way
- Create a network of set- piece coaches that deliver an outstanding coaching service to NZ Rugby players
- To improve the set- piece capability of targeted players

Key Tasks

Major responsibilities and accomplishments expected of the position are:

THE BLACK FERNS ARE A SUCCESSFUL WINNING TEAM	
Performance Area	Expected Performance Outcomes
Scoreboard Targets	<ul style="list-style-type: none"> The Black Ferns achieve their on-field performance goals as agreed each year with the NZR
Vision and Values	<ul style="list-style-type: none"> Assist the Black Ferns Head Coach to establish a team vision and values, standards and protocols that are aligned to the goals and organisational values of NZ Rugby. Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all players and Team Management members. Model the NZR and team values, standards and protocols at all times.
Team Selection	<ul style="list-style-type: none"> Assist the Black Ferns Head Coach to monitor and assess the performance of all players in contention for selection, including consultation with Super Rugby Aupiki Clubs and Provincial Unions and provide such player assessment information to NZ Rugby as requested. Assist the Black Ferns Head Coach to select the best possible members of the Team (and any other New Zealand teams as may be required) in accordance with the guidelines approved by NZR. Maintain discretion and confidentiality regarding Team selection at all times during the selection process. Assist the Black Ferns Head Coach to communicate with players selected in the previous immediate Black Ferns squad, and others who could reasonably expect to be selected, who are not re-selected before the Team is announced. Assist the Black Ferns Head Coach to identify and advise NZR of players who are not initially selected for the Black Fern, but who are regarded as first choice replacement players in the event of player injury. Provide feedback on the ranking of players as and when requested by NZR as one of a number of inputs into player contracting and team selection.
Coaching Team Method	<ul style="list-style-type: none"> In consultation with the coaching team, Lead the Coaching Strategies, Principles and Mind-set for the Coaching staff and Players in the following areas: <ul style="list-style-type: none"> Forward Set Piece – Lineout, Scrum Forward Play In consultation with the coaching team, Develop appropriate Forward game plans, review and measure individual and team performance against these plans. Leads technical and tactical coaching to individual players and mini-units within the forwards as appropriate. Deliver set- piece coaching services to assist the Black Ferns. Mentor coaches and grow their capability in Black Fern Performance Centres, Super Rugby Aupiki and FPC. Define the gaps in our approach to coach set-piece and what we need to do to address the identified gaps.

Coaching Individual Development	<ul style="list-style-type: none"> • In consultation with the analysis team conduct in-depth analysis of individual players, the Team and the opposition and use that analysis to develop individual skill programmes and Team Forward (set piece) game plans. • Remain up to date with modern game development, including new laws and their impact on the game, individual position and player requirements. • In consultation with the coaching team plan and coordinate team trainings, that are well structured and maximise time and resources, that effectively prepare the team to execute the game-plan. • Empower players to have input into training sessions and game-plan development. • Fully utilise all available technologies to analyse, understand and develop individual and team performance.
Player Management	<ul style="list-style-type: none"> • In conjunction with the Black Ferns Management, ensure that players' annual leave and other contractual entitlements under the Memorandum of Understanding are observed. • Ensure that the Team maintains an appropriate standard of discipline on the field and assist the Black Ferns Manager to achieve the same off the field. • Provide an accurate assessment of player's ability and areas for development to each player. • Ensure that, following consultation and advice from the Team Doctor and the Black Ferns Manager, each player's welfare, health and safety is given priority and respected at all times. • At the conclusion of each campaign, ensure a transition process takes place for each player, providing relevant information across all areas including technical, tactical, physical, mental and medical, and that this is shared with NZR and other teams that the player is involved in.
Match Officials	<ul style="list-style-type: none"> • Maintain sound, professional working relationships with match officials. • Keep abreast of all game law changes and competition rules; ensuring players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players and match officials.

LEADERSHIP AND OFF FIELD PERFORMANCE	
Performance Area	Expected Performance Outcomes
Leadership	<ul style="list-style-type: none"> • Recognise the nature and responsibility of the position held and maintain an appropriate public profile and exemplary behaviour standards at all times as a key representative of NZR and the Black Ferns. • Together with the Black Ferns Management, assist the Black Ferns Head Coach to ensure that the above behaviour standards are reflected in team protocols and driven across the entire Black Ferns team and management. • Provide guidance and leadership to the team and team management through effective interpersonal communication.

	<ul style="list-style-type: none"> • Ensures that the wellbeing of the team and team management is prioritised • Build and maintain strong collaborative working relationships with the Team and Team Management, both individually and as a group, using a range of communication styles tailored to the individual and circumstance. • Demonstrate personal credibility, honesty, integrity, selflessness and show an ability to handle pressure and stress appropriately. • Maintain an effective and positive working relationship with NZR staff and other key stakeholders.
NZ Rugby, Super Rugby Aupiki and Provincial Union Integration	<ul style="list-style-type: none"> • Build collaborative, open and supportive relationships with Super Rugby Aupiki Coaches, FPC Coaches and other key figures at Super Rugby Aupiki Clubs and Provincial Unions. • Develop relationships within NZR and other coaches to contribute to NZR High Performance Programmes and the creation of a pool of knowledge and practice for the benefit of NZ Rugby. • Contribute meaningfully to the implementation of NZR High Performance strategies for the overall benefit of NZ Rugby.
Media	<ul style="list-style-type: none"> • Adhere to the media policy developed by NZR, contributing in a professional manner as required and reflecting the organisational values of NZR. • Develop and foster positive, accessible and professional relationships with media. • Be available and responsive to media requirements and requests to comment on Team matters as agreed by the NZ Rugby Communications team. • Assist NZR develop "content" for use on allblacks.com and other unique media platforms endorsed by NZR.
Commercial	<ul style="list-style-type: none"> • Participate in promotional and commercial activities with sponsors as required. • Together with the Black Ferns Manager, ensure the Team and individual players understand and fulfil their obligations in respect of sponsors and other commercial activities and that the players understand the commercial realities of the Black Ferns and NZR. • Develop and foster positive, accessible and open relationships with sponsors. • Subject to reasonable and agreed playing and training requirements, comply with all reasonable directions of NZR to ensure that NZR commercial objectives are met. • Recognise, at every opportunity, the contribution that Adidas and Altrad make to the business of NZR. • Always use the products or services of our commercial partners.
Fans	<ul style="list-style-type: none"> • Contribute positively to the creation of an environment where the Black Ferns fans are supportive of the Team and feel genuine connection to the Team. • Provide for a range of opportunities for the fans to have access to the Team through public trainings.

	<ul style="list-style-type: none"> • In conjunction with the Black Ferns Manager, arrange opportunities for the Black Ferns to visit schools, hospitals and similar institutions. • Encourage Black Ferns to be an integral part of community rugby by attending club and school games, player registrations and appropriate social occasions.
Administration and Reporting	<ul style="list-style-type: none"> • Contribute to the development and implementation of the Women's High performance strategic plan. • Complete and submit all campaign pre brief and debrief work at agreed points of each year including an assessment of: <ul style="list-style-type: none"> ◦ progress against the Team plan; and ◦ an appraisal of the selection process, team management performance, individual player performance and recommendations for the future. • Complete and submit all such reports as may be reasonably required. • Participate in and comply with the NZR planning and budgeting processes.
General	<ul style="list-style-type: none"> • Attend workshops and meetings as required by the CEO or NZR Management. Undertake other coaching and management responsibilities and tasks as reasonably required from time to time to meet team and NZR objectives.

Key Relationships

• This position reports to:	Black Ferns Head Coach High Performance Campaign Manager – Women's
• Other areas/people that report to this position's immediate manager:	Black Ferns Team Management
• This job's direct reports are:	Nil
External Relationships <ul style="list-style-type: none"> • International Rugby Unions and Teams • World Rugby • Match Officials • Commercial Partners • Broadcasters • Media • Fans 	Internal Relationships <ul style="list-style-type: none"> • NZR Head of Women's High Performance • NZR Medical and Administrative Staff • Players • Other National Team Coaches • Super Rugby Aupiki Clubs • Provincial Unions