

JOB DESCRIPTION



Position Title	Black Ferns Mental Performance Coach
Business Unit	Professional Rugby and Performance
Reports to	Black Ferns Head Coach / Women's HP Campaign Manager
Position type	Fixed Term Contract until 31 December 2027
Location	NZ
Date	April 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 ensure the Black Ferns are a successful and winning team through the implementation of mental performance services. This primary purpose will be supported by:
 - Equipping players and management with the mental performance tools to perform at their very best, at critical times, under immense pressure, on an international stage
 - Overseeing the delivery of mental performance support to Hub Performance programmes

Key Tasks

Major responsibilities and accomplishments expected of the position are:

THE BLACK FERNS ARE A SUCCESSFUL WINNING TEAM	
Performance Area	Expected Performance Outcomes
Mental Performance Coach Duties	<ul style="list-style-type: none"> • In conjunction with the Head Coach confirm a mental performance strategy that will add impact to the Black Fern Team. • Educate and equip the Black Ferns Team with the following fundamental performance psychology framework <ul style="list-style-type: none"> ○ Team and individual mental performance model to increase embracing pressure awareness and action. ○ Core mental performance skills (e.g. mental preparation, mental resets/refocus strategies and reflection tools) to aid Test Match week/day build up. ○ Integration of learnt mental performance awareness and skills into training both in HUBs and national camps. • Provide short-term intervention support for general mental well-being in camps and on tour. <ul style="list-style-type: none"> a. Liaison/ referral to Hub, external provider supports and/ or NZR Mental Health and Wellbeing team when appropriate) b. Advocate, support and follow appropriate NZRU Mental health and wellbeing processes. • Take an integrated approach with the Black Ferns coaching, performance and medical teams to support players mental performance plans with adaptation/shifts throughout the year. • Collect and load appropriate information on Smartabase.
Regional Hub support, oversight and mental performance standard development	<ul style="list-style-type: none"> • Ensure consistency in messaging across Hubs to reduce confusion and ensure athletes enter camps, tours and the HP environment with the necessary individual plans to cope with training, selection and international competition demands. • Ensure all players have individual mental performance plans that are being regularly monitored. • Coordinate, moderate, and communicate with Hub managers and Mental Skills providers. • Lead regular meetings with Hub providers to work through and discuss challenging cases or red flags.
Support the Curriculum for Women's HP Mental Performance	<ul style="list-style-type: none"> • Work alongside a framework of key mental performance competencies that players need to thrive in High Performance environments. • Athletes to receive education to allow consistent training and adaptation, of individual plans.

	<ul style="list-style-type: none"> • Training and game day strategies.
Team Culture	<ul style="list-style-type: none"> • Support the establishment of a team vision and team values, standards and protocols that fit within the goals of NZR; • Help to ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members; • Assist to ensure that the wellbeing of players and team management is prioritised; and • In collaboration with the Head Coach work closely with the leadership group to support player and team growth that will enhance and grow the Mana of the Black Ferns. • Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.

Key Relationships

<ul style="list-style-type: none"> • This position reports to: 	Head Coach Women's High Performance Campaign Manager
<ul style="list-style-type: none"> • Other areas/people that report to this position's immediate manager: 	Black Ferns Team Management
<ul style="list-style-type: none"> • This job's direct reports are: 	Nil
External Relationships <ul style="list-style-type: none"> • Provincial Unions • Super Rugby Aupiki • Hub High Performance Managers • Hub Mental Skills Providers • Other National Team Performance Psychologists 	Internal Relationships <ul style="list-style-type: none"> • Black Ferns Players and Management • NZR staff

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 	<ul style="list-style-type: none"> • Stays connected to the team • Cultivates a team culture by advocating collaboration across teams • Actively seeks others' involvement

	<ul style="list-style-type: none"> • Promotes an inclusive culture welcoming all ages, genders, ethnicities, sexualities, religions or physical abilities 	
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• 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
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