

JOB DESCRIPTION

Position Title	Black Ferns XV Performance Analyst
Business Unit	Professional Rugby & Performance
Reports to	Black Ferns XV Head Coach
Location	NZ
Date	March 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 XV are a successful and winning team through the implementation of Performance Analyst services. This primary purpose will be supported by:

- Responsible for driving and delivering the performance analysis skills and services with the Black Fern XV coaches and players

Key Tasks

Major responsibilities and accomplishments expected of the position are:

THE BLACK FERNS XV ARE A SUCCESSFUL WINNING TEAM	
Performance Area	Expected Performance Outcomes
Performance Analyst Duties	<ul style="list-style-type: none"> • Data Capture: Ensure the programmes have the appropriate analysis technology and software templates to enable quality video capture. In addition maintain the integrity of all data that is captured so it can be used in future analysis practices. • Match Analysis: Ensure the video capture methods, technology and software templates are developed and tested so that during competition the coaches and players have access to the information in a timely and understandable manner. • Analysis and Reporting Structures: Become the key driver behind the development of the analysis reporting systems which occur, but not limited to, pre competition reports, in competition reports, post competition reports, player progression reports and research analysis reports (performance trending). • Transfer of Learning: Provide the coaching staff with the data and technology tools that enable the transfer of the learning gained from the analysis programme to the appropriate audience e.g. Coaches, Players and wider support team • Maintain and administer the Black Ferns technology equipment and licences • Develop and maintain current knowledge in the use of performance analysis including keeping abreast of world trends and identifying knowledge gaps in the Black Ferns XV programme • Provide analysis information, including statistical data on international games and competitions. Provide recommendations on trends, teams and players to prepare coaches for competition • Provide analysis information, including statistical data on domestic competitions, on the performance of players during Super Rugby Aupiki and Farah Palmer Cup • Educate and train staff on getting the most out of our analysis platforms and technology systems • Collect, maintain and ensure the integrity of player performance data on Smartabase
Women's High Performance system support, standard development	<ul style="list-style-type: none"> • Drive performance analysis innovation across the Women's High Performance system teams and programmes. • Communicate and liaise with regional analysts within Hub and PU programmes as required. • Present seminars/workshops and feedback to sports/coaches when required, in areas of expertise

Administration and Reporting	<ul style="list-style-type: none"> • Contribute to the development and execution of NZR's Women's High Performance strategic plan. • Submit campaign pre-briefs and debriefs, evaluating: <ul style="list-style-type: none"> ◦ Team progress ◦ Selection process effectiveness. ◦ Individual player assessments and recommendations. • Provide reports as required and participate in NZR planning and budgeting processes.
Team Culture	<ul style="list-style-type: none"> • Be part of establishing a team vision and team values, standards and protocols that fit within the goals of NZR; • Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.

Key Relationships

• This position reports to:	Black Ferns XV Head Coach
• Other areas/people that report to this position's immediate manager:	Black Ferns Head Performance Analyst NZR High Performance Player Development Manager – Women's
• This job's direct reports are:	NZR High Performance Pathways Manager
External Relationships <ul style="list-style-type: none"> • World Rugby Medical & Player Welfare Staff • High-Performance Physiotherapists & Sports Medicine Experts • Match Officials & Tournament Medical Staff • 	Internal Relationships <ul style="list-style-type: none"> • Black Ferns XV Players & Team Management • NZR Medical & Performance Teams • NZR High Performance Staff • Super Rugby Aupiki & Provincial Union Medical Staff

