

JOB DESCRIPTION



Position Title	Black Ferns XV Assistant Coach: Back Coach
Business Unit	Professional Rugby & Performance
Reports to	Black Ferns XV Head Coach
Location	NZ
Date	February 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 XV Head Coach, on and off the field, to ensure that the Black Ferns XV are a successful and winning team. This primary purpose will be supported by:

- Enhancing the attacking and defensive skills of targeted players, ensuring technical excellence and tactical effectiveness in all aspects of attack and defence.
- Providing leadership to the back unit and developing professional and building constructive relationships with all internal and external stakeholders of the game.
- Living and role-modelling NZR's organisational values and The Rugby Way.

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
Vision and Values	• Providing leadership to the backs unit and developing professional and constructive relationships with all internal and external stakeholders of the game. • In conjunction with the Head Coach establish a team vision, values, standards, and protocols aligned with NZ Rugby's goals and values. • Living and role-modelling NZR's organisational values and The Rugby Way. • Enhancing the attacking and defensive skillsets of targeted backs, ensuring they can execute game plans under pressure at the highest level. • Align the Black Ferns XV playing style with the Black Ferns programme, ensuring a seamless player development pathway.
Team Selection	• Assist in monitoring and assessing player performances in contention for selection, including liaising with Super Rugby Aupiki and Provincial Union coaches to provide NZR with relevant player assessment data. • Support the selection of the best possible squad in line with NZR selection guidelines. • Maintain confidentiality around team selection throughout the process. • Assist in communicating selection decisions to players, ensuring clarity and professionalism, particularly for those not re-selected. • Help identify potential replacement players in case of injuries and provide player rankings as required by NZR for selection and contracting purposes.
Coaching Team Method	• Assist the head coach to develop and implement a campaign plan, game plans, tactics, and playing style in alignment with NZR's high-performance vision. • Work collaboratively with the coaching team to develop and implement game plans. • Review and measure individual and team performance against these plans. • Evaluate team performance and game strategy post-match, adjusting tactics and methods accordingly.
Coaching Individual Development	• Deliver specialist coaching in backs/attack to enhance technical and tactical capabilities. • Identify gaps in coaching methodology for backs/forwards and implement solutions to improve performance. • Conduct detailed individual player, team, and opposition analysis (in the form of individual one on ones or unit meetings) in collaboration with the analysis team to inform game plans and skill development. • Stay up to date with modern rugby trends, laws, and their impacts on playing styles and positional demands. • Work with the coaching team to structure effective training sessions that optimize resources and prepare the team to execute the game plan.

	• Empower players to contribute to training and game-plan development to enhance engagement and understanding. • Utilize video analysis and performance tracking technology to drive individual and team improvements.
Player Management	• Help maintain on-field discipline and support the Black Ferns XV Manager in upholding off-field standards. • Provide players with clear, constructive feedback on their performance and development areas. • Prioritize player welfare, health, and safety, working alongside medical and management staff. • Ensure seamless player transition post-campaign, sharing technical, tactical, physical, mental, and medical insights with NZR and other relevant teams. • Upload player feedback onto the NZR player management system software (Teamworks AMS)
Match Officials	• Maintain professional relationships with match officials. • Stay informed on law changes and competition rules, ensuring players understand and apply them effectively. • Facilitate regular communication with players and officials to improve game management.

LEADERSHIP AND OFF FIELD PERFORMANCE	
Performance Area	Expected Performance Outcomes
Leadership	• Uphold the responsibilities and public profile of the role as a key representative of NZR and the Black Ferns XV. • Work with team management to ensure team culture and behavioural standards are upheld. • Provide strong leadership, guidance, and communication to players and staff. • Prioritize wellbeing within the team environment. • Maintain positive working relationships with players, staff, and stakeholders. • Demonstrate credibility, integrity, resilience, and composure under pressure.
NZ Rugby, Super Rugby Aupiki and Provincial Union Integration	• Foster open, collaborative relationships with Super Rugby Aupiki and FPC coaches to strengthen the player development pathway. • Engage with NZR High Performance staff and coaches to contribute to knowledge-sharing and best practices. • Actively support the implementation of NZR High Performance strategies for the benefit of women's rugby, in line with the NZR Women's High-Performance plan.
Media	• Adhere to NZR's media policy and represent the team in a professional manner. • Develop positive relationships with media to enhance the profile of the Black Ferns XV. • Provide insightful, team-aligned commentary on Black Ferns XV matters as approved by NZ Rugby Communications.

Commercial	• Support NZR's commercial and promotional objectives, engaging with sponsors as required. • Ensure that players understand and fulfil commercial obligations while appreciating the contributions of key sponsors like adidas and Altrad. • Promote sponsor products and services where appropriate.
Fans	• Foster an environment where fans feel connected and engaged with the Black Ferns XV. • Support public training sessions and community appearances to strengthen relationships with supporters. • Work with management to coordinate school, hospital, and community visits. • Encourage players to be actively involved in club and school rugby events.
Administration and Reporting	• Contribute to the development and execution of NZR's Women's High Performance strategic plan. • Submit campaign pre-briefs and debriefs, evaluating: ○ Team progress against the plan. ○ Selection process effectiveness. ○ Management performance. ○ Individual player assessments and recommendations. • Provide reports as required and participate in NZR planning and budgeting processes.
General	• 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 XV Head Coach NZR High Performance Player Development Manager – Women's
• Other areas/people that report to this position's immediate manager:	Black Ferns Team Management NZR High Performance Pathways Manager
• This job's direct reports are:	Nil
External Relationships • International Rugby Unions and Teams • World Rugby • Match Officials • Commercial Partners • Broadcasters • Media • Fans	Internal Relationships • NZR Head of Women's High Performance • NZR Medical and Administrative Staff • Players • Other National Team Coaches • Super Rugby Aupiki Clubs • Provincial Unions