

JOB DESCRIPTION



Position Title	Black Ferns XV Strength and Conditioning Coach
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. This primary purpose will be supported by:

- Lead the programming and delivery of the strength and conditioning services for the Black Ferns XV team.
- Working with the Black Ferns & Black Ferns XV Coaching, Medical and Performance teams to provide appropriate professional, rehabilitation, and fitness preparation services to players.
- Educate players to help create great behaviours around Strength and Conditioning that allows them to thrive in High Performances environments.

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
Strength and Conditioning Coach Duties	<ul style="list-style-type: none"> • As the Lead Strength and Conditioning Coach you will deliver best-practice performance support to athletes, in partnership with the Black Ferns XV performance team, and coaches through: • Ensuring that Strength and Conditioning services effectively meet the relevant needs of the athletes and team to play International Rugby. • Understand the coaches' philosophy and approach to the game and assist in developing a strength and conditioning plan that is aligned to the coaches' intended approach and with each players Individual Performance Plan. • Regular review and refinement of the program in consultation with the Coaches, other team management and NZR High Performance staff. • Manage the use of performance monitoring technology e.g GPS, Gymaware, Wellness, Smartabase and ensure regular reporting of information in an effective manner to the Coaches and players as appropriate. • Conduct physical assessments as required to measure player and team progress to assess the impact and/or change that is needed within athlete or team programmes. • Maintaining a comprehensive database of work conducted with athletes, coaches and support staff within the NZ Rugby system and in accordance with professional obligations. • Regular consultation with the medical and body teams to ensure there is an integrated approach to nutrition, injury prevention, rehabilitation and recovery strategies. • Understand trends and innovations in S & C and their potential application for the programme. • Regular consultation with other National teams, Hubs, Super Rugby Aupiki Clubs and Provincial Union S&C coaches and other staff to ensure effective programming, monitoring and transition between campaigns. • Developing athlete resources as required. • Attending and contributing to sport-specific or athlete-specific meetings.
Camp and Tour operations	<ul style="list-style-type: none"> • Provide training and match warm-ups and warm downs as agreed with the Coaching team. • Conduct gym, conditioning and speed training sessions as required and ensure they are supervised and monitored to ensure that technique, volume and intensity are correct. • Provide strength and conditioning support to athletes in camps and tours.

	<ul style="list-style-type: none"> Participate in a post-campaign review of the Black Ferns XV season and the performance of the services set out in this Schedule.
Black Ferns Hub and Provincial Union Communication	<ul style="list-style-type: none"> Ensure consistency in messaging across Hubs and ensure athletes enter camps, tours and the HP environment with the necessary strength and conditioning foundations to cope with training and international competition demands. Coordinate and communicate with Hub Managers and Hub & PU Strength and Conditioning Coaches. Attend meetings (as required) with Hub & PU Strength and Conditioning Coaches to support and discuss challenging cases or red flags.
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; 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 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: 	Black Ferns XV Head Coach NZR Medical Lead
<ul style="list-style-type: none"> Other areas/people that report to this position's immediate manager: 	Black Ferns Head Physiotherapist NZR High Performance Player Development Manager – Women's
<ul style="list-style-type: none"> This job's direct reports are: 	N/A
<p>External Relationships</p> <ul style="list-style-type: none"> World Rugby Medical & Player Welfare Staff High-Performance Physiotherapists & Sports Medicine Experts Match Officials & Tournament Medical Staff 	<p>Internal Relationships</p> <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

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 • Promotes an inclusive culture welcoming all ages, genders, ethnicities, sexualities, religions or physical abilities 	<ul style="list-style-type: none"> • Stays connected to the team • Cultivates a team culture by advocating collaboration across teams • Actively seeks others' involvement
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

<p>Be Passionate</p>	<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
<p>Play Fair</p>	<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