

Position Description – General Manager Rugby

Position Title: General Manager – Rugby

Reports To: Chief Executive Officer

Location: Hurricanes Rugby Club, Upper Hutt

Direct Reports: 5–7 (TBC)

Budget Responsibility: \$TBC annually

Position Purpose

Reporting to the Chief Executive Officer, the General Manager Rugby is responsible for leading the development and delivery of world-class performance systems and structures that drive on-field success and long-term sustainability of the Hurricanes rugby programme.

This role oversees all rugby-related functions, including high performance operations, player and coach development, talent identification, contracting, and succession planning across the Hurricanes, Hurricanes Poua, and Development teams.

As a key member of the Senior Management Team, the General Manager Rugby plays a critical role in ensuring excellence in performance, alignment across all rugby pathways, and effective collaboration with internal and external stakeholders. The GM Rugby will drive our vision to ‘Unite and Excite’ so that our people & the Hurricanes club can continue to grow and be the best we can be.

Key Relationships

Internal:

- Chief Executive Officer
- Head Coaches and Coaching Staff
- Team Management and Support Staff
- Personal Development Manager
- Talent ID and Development Staff
- Players
- Board of Directors

External:

- Player Agents
 - Scouting Network
 - NZ Rugby, SANZAR, and Super Rugby Clubs
 - Hurricanes Provincial Unions – CEOs, Coaches, and Staff
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Key Accountabilities**Leadership of High Performance.**

- Lead, implement and manage the High-Performance Plans 2026 – 2028.
- In alignment with the Men's and Poua Head Coaches, facilitate annual review, and campaign plans for the programmes.
- Support Head Coaches and management in recruitment, development, culture and performance delivery.

People recruitment, development and retention.

- Lead and oversee the performance staff recruitment, contracting, induction and professional development for the Rugby department.
- Develop and implement a Hurricanes coaching and management succession plan.
- Lead and manage the High-Performance staff to ensure world-class capability and expertise are available to all Hurricanes teams.
- Oversee professional development programmes for coaches and management in alignment with NZR.
- Assist in Provincial Union coach appointments and reviews.
- Maintain clear frameworks linking remuneration to skill and experience.

Player Development (Pathways and Identification)

- In consultation with the Head of Pathways, lead, implement and manage the Hurricanes Pathways programme. To include:
 - Selection and resourcing of coaches and support staff for Hurricanes developments programmes.
 - Ensure the right pathway programme is preparing players for Super Rugby.
 - Implementing individual player development plans, focusing on holistic growth across the six pillars of development for identified players.
 - Implementation of an integrated and aligned Talent ID strategy from elite age grade to Super Rugby level, including a regional scouting network.

Player identification, recruitment and retention.

- Maintain a 5-year player matrix and recruitment policy to ensure depth in all positions.
- Lead the men's player contracting (in partnership with the CEO and Head Coach) to ensure timely and effective recruitment and retention.
- Manage proactive and accurate player recruitment and retention within approved budgets.
- Ensure the CEO is fully informed on all player contracting matters.

Communication and Stakeholder Engagement

- Maintain strong and effective communication systems across all levels of the organisation.
- Facilitate regular alignment meetings between Hurricanes and Provincial Union coaches, academies, and performance staff.
- Strengthen brand value through collaboration and visibility across the region.

Accountability, delegated Authority and budget management.

- Operate within approved budgets and obtain CEO approval for any additional expenditure.
- Meet all NZR reporting requirements for High Performance funding

Commercial and Special Projects

- Support the CEO in exploring international rugby and commercial opportunities that strengthen the Hurricanes brand.
 - Lead special projects as agreed with the CEO.
 - Leverage rugby IP for commercial advantage in partnership with the Commercial team.
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Behavioural Characteristics

Work Organisation & Planning

- Logical, structured, and systematic in approach.
- Strong time and operational management.
- High attention to detail and ability to monitor complex workflows.

People Leadership

- Builds strong relationships across diverse groups.
- Demonstrated ability to lead, empower, and develop staff.
- Experienced in negotiation and conflict resolution.

Communication

- Excellent verbal and written communication skills.
- Listens effectively and ensures stakeholders are informed.
- Skilled in managing high-stakes discussions and resolving conflict constructively.

Teamwork

- Works collaboratively with all teams.
 - Shares knowledge and contributes to organisational success.
 - Promotes harmony and mutual respect across departments.
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Technical Skills, Knowledge and Experience

- Relevant tertiary qualification, preferably with experience in a professional sporting environment.

- Proven experience in project and people management.
- Deep technical and strategic understanding of rugby.
- Demonstrated experience in budgeting, contract management, and negotiation.
- Commercial acumen or the desire to develop it further.
- Ability to balance long-term strategic objectives with short-term performance delivery.
- Commitment to confidentiality and integrity in handling sensitive information.
- Flexible and adaptable to work outside of standard hours as required.

Acknowledgement

Employee: _____ **Date:** _____

Chief Executive Officer: _____ **Date:** _____