

Head Coach Job Description

Role	Head Coach Moana Pasifika
Purpose	<p>Reporting to the General Manager, and ultimately the Moana Pasifika Board, you will be responsible for coaching the team on and off the field to a standard of excellence that will compete at Super Rugby level, enhancing the reputation of the Team, the Super Rugby competition, and Pacific Island rugby.</p> <p>To lead the Moana Pasifika Team (Team) players and coaches, to maximise their performance in all aspects of the game.</p> <p>In partnership with the General Manager and Head of Athletic Performance & Pathways, the Head Coach will support the development and delivery of the High-Performance environment with a multidisciplinary team that provides a best practise for Players to develop and reach their fullest potential.</p> <p>Work in partnership with the Samoa and Tonga National Rugby Unions High-Performance staff to provide guidance and expertise in the identification and development of players in the High-Performance pathway and National Programs.</p>
Reports to	<p>The General Manager with regards to:</p> <ul style="list-style-type: none"> • the performance of the team both on and off the field in matters relating to the Team. • employment duties and employment relationship matters and promotional activity. • coaching and development (or other such person nominated from time to time).
Direct Reports:	Moana Pasifika Coaching Staff
Internal Relationships:	Moana Pasifika Coaching Staff Moana Pasifika Management Staff Moana Pasifika Players Moana Pasifika Board of Directors
External Relationships:	Players Talent ID Network Samoa Rugby Union Tonga Rugby Union Samoa and Tonga Rugby Union Coaches and High-Performance staff Player Agents Pacific Rugby Players Association New Zealand Rugby Union, Rugby Australia, SANZAAR, Provincial Unions World Rugby Media

Function	Key Areas of Responsibility
The Head Coach has the following responsibilities:	
Leadership:	
<ul style="list-style-type: none">• Establish a team vision and team values, standards and protocols that fit within the goals of the Team.• Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team players and Management members.• Model the Moana Pasifika team values, standards and protocols at all times.• Provide leadership of the Team and Team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately.• Build and maintain strong working relationships with the Team and Team Management, both individually and as a group, using a range of communication styles tailored to the individual and the message.• Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.• Assume the responsibility and accountability for the performance and behaviour of the Team on and off the field.• Have an awareness of and comply with all relevant statutory, competition, organisation and cultural standards, policies, and regulations.	
Management & Planning:	
<ul style="list-style-type: none">• Lead, in conjunction with the Head of Athletic Performance & Pathways, the design and implementation of the Team's coaching plan, including periodised content that covers pre-season, in-season and post-season objectives and performance indicators.• Oversee the design and implementation of coaching strategies and provide Assistant Coaches with the responsibility and accountability towards specialist areas i.e. Attack, Defence, Forwards etc• In partnership with Athletic Performance staff, develop a training schedule and match day preparation programme to maximise team performance.• Liaise with Head of Athletic Performance & Pathways to ensure alignment with physical preparation and coaching strategies.• Liaise with General Manager and Team Manager on logistics including travel and administration.• Liaise with General Manager or delegate regarding commercial operations including events, fan engagement and other promotional activity.	
Coaching:	
<ul style="list-style-type: none">• Lead the coaching of the Team to a standard of excellence that always strives to improve and is aligned to the values of Moana Pasifika.• Develop tactical game plans including weekly preview and review with Assistant Coaches and Performance Analyst staff.• Measure Team performance against key performance indicators outlined and agreed at the start of each training phase.• Oversee individual player skill development in partnership with Assistant Coaches and other specialist coaches.	

- Ensure that Players have a clear understanding and respect for the Laws of the Game. Facilitate the appropriate application of these laws through effective and regular communication with Players and Match Officials.
- Seek continuous learning and education on game trends and Laws of the Game.
- Identify and seek professional development opportunities to acquire ongoing learning and improvement as a coach and leader.

Discipline:

- Assist the General Manager in the development of clear and appropriate team protocols and standards in conjunction with Team management and players.
- Ensure that the established team protocols and standards are met and maintained and deal effectively with any breach or conflict as per the organisation's policies and procedures.
- Ensure that the Team maintains an appropriate standard of discipline both on and off the field.

Squad Selection & Contracting:

- Working within the Team's selection policy, lead the selection of the weekly Team throughout the Super Rugby season in consultation with Assistant Coaches.
- Work in partnership with the General Manager on identifying, developing and securing the best available talent for the Team.
- Maintain discretion and confidentiality relating to selection and contracting matters, including discussions with players about their performance and not making any promises or guarantees of selection to any player, at all times including during and after the Super Rugby squad selection process.

Player Development:

- In partnership with the Head of Athletic Performance & Pathways create individual player development plans at the commencement of each season that include performance targets
- Monitor, assess and record individual player performance and development to provide formal and informal feedback throughout the season to Players.
- Conduct player reviews at the end of each season with data and evidence of training, match and behavioural performance including areas for ongoing development.
- Liaise with Pacific Rugby Players or delegate to ensure that adequate time is scheduled for Players to undertake personal development opportunities.

Stakeholder Relations:

- Work in partnership with the Samoa and Tonga National Rugby Unions to ensure there is alignment between the High-Performance Pathways and the Moana Pasifika Team.
- Provide advice, input and data to Samoa and Tonga Rugby Union's on the development, performance and physical condition of contracted players as requested.
- Advocate on behalf of players, promoting their ability and performance as and where appropriate.
- Build relationships with Coaches and Provincial Unions, sharing individual knowledge and experience to assist in the development of coaching and identification of emerging players throughout Samoa and Tonga as well as eligible players in New Zealand.
- Be available to attend, promote and engage in competition, corporate or promotional events, activations and meetings where required.
- In conjunction with the Media Manager or delegate ensure all players have appropriate availability and access to the media.
- Maintain sound, professional working relationships with Match Officials.

Accountability and Delegated Authority

- To work within allocated budgets
- Any additional expenditure must be pre-approved by the General Manager

Selection Criteria

- 5 years plus coaching experience at International, Super Rugby, English Premiership, Pro 14, Top 14 or Top League level.
- Demonstrated high level of knowledge of Rugby Union with specific regard to Coaching, High Performance athlete development, planning and performance technology.
- Proven ability to create a vision, establish buy-in, execute and drive performance to achieve results.
- Proven ability to lead and manage diverse teams and individuals.
- Excellent presentation and communication skills with the capability of being the primary spokesperson for the team.
- Strong commitment to professional development of staff and players.
- High level of cultural awareness and capability to adapt to a unique environment.
- Computer literacy relevant to the professional rugby environment e.g. Excel, Powerpoint, HUDL, Sportscode
- World Rugby Level 3 Coaching Accreditation or Union specific equivalent (or higher)