



**NORTHLAND RUGBY NPC ASSISTANT COACH
POSITION DESCRIPTION**

JOB TITLE: Northland Rugby NPC Assistant Coach	DEPARTMENT: High Performance
REPORTS TO: Head Coach & Men’s High Performance Manager	DATE: 14 May 2024

PURPOSE OF THE POSTION:

Northland Rugby have bold realistic ambitions to be the best Provincial Union in New Zealand, across many measures. We want a sustainable winning performance attitude that is underpinned predominantly by local talent.

This position is responsible for assisting the NPC Head Coach in the planning and coaching of successful and sustainable NPC team campaign.

This includes, but is not limited to;

- Player selection and development
- Leading the coaching in the areas of:
 - Set Piece (Scrum and Lineout)
 - Preview/Review

The key measurable is the development and sustainability of a high performing team and culture.

NRU expect that the character of our athletes off the field, and style of play of our on the field to be something the Northland Community is proud of and will continue to follow with a passion.

100%	NPC ASSISTANT COACH
Key Results Areas	Expected Performance Outcomes
<i>Leadership</i>	<ul style="list-style-type: none"> • Assist the Head Coach with a team vision, team values, standards and protocols that fit within the goals of Northland Rugby. • Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members. • Model the Northland Rugby team values, standards and protocols at all times.



	<ul style="list-style-type: none"> • 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 and media tailored to the individual and the message. • Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
<p><i>Squad Selection, Team Selection & Preparation</i></p>	<ul style="list-style-type: none"> • Identify all players in contention for selection for the Northland NPC team. • Monitor and assess the performance of all players in contention for selection. • Select a squad of players for the Northland NPC Team in conjunction with the NPC Selection Group defined by the Head Coach, CEO and Men’s High Performance Manager • Selection is in accordance with the selection policies, protocols and process as determined and advised by Northland Rugby from time to time. • Maintain discretion and confidentiality regarding Squad and Team selection consideration, including discussions with players about their performance. • Communicate with players identified as being in contention for selection but not selected regarding their non-selection. • Select the playing team to play each match from within the selected initial Northland NPC squad, and any approved replacement players.
<p><i>Team Method</i></p>	<ul style="list-style-type: none"> • Work closely with the team Strength and Conditioning Coach to ensure that the players are provided with an appropriate Strength and Conditioning programme for them to attain the required level of fitness. • Ensure that, following consultation and advice from the team doctor, each player’s welfare and health and safety is given priority at all times. • Fully utilise all available technologies to analyse, understand and develop individual and team performance. • Conduct in–depth analysis of individual players, the team and the opposition. • Develop appropriate game plans for your given areas, review and measure individual and team performance against these plans.



	<ul style="list-style-type: none"> • Remain up to date with modern game development, including new laws and their impact on the game.
<i>Effective Team Training</i>	<ul style="list-style-type: none"> • Responsibility for coaching (but not limited to) • Leading the coaching in the areas of: <ul style="list-style-type: none"> ○ Set Piece (Scrum and Lineout) ○ Preview/Review • Use and facilitate the use of technical specialist coaches where required.
<i>Team Discipline</i>	<ul style="list-style-type: none"> • Assist 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 and appropriately with any breach or conflict. • Ensure that the team maintains an appropriate standard of discipline both on and off the field.
<i>Player Development & Appraisal</i>	<ul style="list-style-type: none"> • Provide support to any Northland Rugby contracted players in the team for the Professional Development Programme. • Undertake and record player performance expectations with each player before the campaign. • Monitor and assess individual player performance and development, including use of rugby analysis tools and any other analytical tools during the campaign as directed. • Provide regular performance and development review feedback to each player with reference to match analysis information during the campaign. • Complete and record player performance reviews with each player at the end of the campaign, and provide to NZ Rugby a copy of each completed performance review document. • Provide accurate assessment of players' ability, performance, potential and areas for development to the player and NZ Rugby. • Encourage the development of player's leadership and self-reliance qualities.
<i>The Blues Relationship</i>	<ul style="list-style-type: none"> • Work closely with The Blues to develop individual players for the betterment of the Blues Rugby Club and New Zealand Rugby, including the All Blacks. • Consult and discuss with The Blues coaches on individual player's development and performance assessments.



	<ul style="list-style-type: none"> • Advocate on behalf of players, promoting their ability and performance as and where appropriate. • Develop relationships/networks with the Blues and other coaches to contribute to the Club and the Blues High Performance Programme and the creation of a pool of knowledge and practice for the benefit of Northland Rugby and The Blues • Build relationships with coaches and Provincial Unions within the Blues region, clearly communicating the goals, values and standards of the Blues and sharing best practise coaching and team management experiences as appropriate.
<p><i>NZ Rugby / Franchise / Provincial Union Relationships</i></p>	<ul style="list-style-type: none"> • Work closely with NZ Rugby to develop individual players for the betterment of New Zealand Rugby, including the All Blacks. • Provide advice to coaches and/or selectors of the All Blacks, other New Zealand national teams, Provincial Unions and/or NZ Rugby on the ability, performance and fitness of players selected in your Team as requested. • Consult and discuss with the All Blacks selectors on individual player’s development and performance assessments, including playing position(s). • Advocate on behalf of players, promoting their ability and performance as and where appropriate. • Develop relationships/networks with NZ Rugby and other coaches to contribute to the NZ Rugby High Performance Programme and the creation of a pool of knowledge and practice for the benefit of New Zealand Rugby. • Build relationships with Franchise and Provincial Union Coaches and share best practice coaching and team management experiences as appropriate.
<p><i>Media</i></p>	<ul style="list-style-type: none"> • Contribute and adhere to the media policy developed for the Northland Rugby Union, (TV, radio and print). • Be available and responsive to media requirements and requests to comment on Team matters as agreed and where appropriate. • Act in a positive, professional manner with the Media. • Develop and foster positive professional relationships with media representatives. • Develop and foster a positive and appropriate media profile including participation in media activity such as interviews, photographic, filming and/or recording sessions as reasonable and appropriate.



	<ul style="list-style-type: none"> • In conjunction with the Team Manager &/or Communications Manager, ensure all players have appropriate availability and access to the media.
<i>Referees</i>	<ul style="list-style-type: none"> • Keep abreast of all game law changes and competition rules. • Ensure that players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players, referees and match officials. • Maintain sound, professional working relationships with referees and assistant referees. • Provide constructive feedback and views for referee match performance assessments as required, and otherwise ensure that appropriate established channels are utilised to provide feedback on referee performance. • Ensure acceptance of referee decisions and acknowledge constructive referee feedback received.
<i>Commercial</i>	<ul style="list-style-type: none"> • Facilitate and participate in promotional or commercial activities with sponsors as required by Northland Rugby from time to time. • Develop and foster positive and accessible relationships with sponsors. • Ensure the contribution that all sponsors make to Northland Rugby is recognised at every appropriate opportunity. • Work with Northland Rugby Commercial Manager to understand and ensure that commercial obligations of the Team are met. • Attend such meetings, seminars and/or briefing sessions as may be arranged at which your attendance is required from time to time.
<i>Review</i>	<ul style="list-style-type: none"> • Assist the Head Coach in completing and submitting an in-depth Coach's campaign report to the Northland Rugby within 4 weeks of the end of your Team campaign, covering all key aspects of the season, including; <ul style="list-style-type: none"> ○ Monitoring of progress against team programme plan. ○ Appraisal of the selection process. ○ Team Management appraisal. ○ Individual player appraisal. ○ Identified strengths and weaknesses of the season campaign; with recommendations for the future. ○ Meet Northland Rugby reporting requirements as required from time to time.



<i>Scoreboard</i>	<ul style="list-style-type: none"> To develop a sustainable winning culture that achieves the best possible match results and the highest possible placing in the competition, taking into account the requirements outlined above.
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REPORTING RELATIONSHIPS:

This job reports to:

- Northland Rugby NPC Head Coach with regard to the performance of the team both on and off the field.
- Northland Rugby Men’s High Performance Manager with regard to operational matters relating to the Club. Also with regard to employment duties, employment relationship matters and promotional activity.

RELATIONSHIPS/INTERACTIONS:

External	Internal
NZR	CEO
The Blues	Men’s High Performance Manager
Auckland & North Harbour Provincial Unions	NRU HP Committee
Other Super Rugby Franchises	Player Performance Manager
Other Provincial Unions	NPC Management
Sponsors & Charities	Coach Development Manager
Secondary School & Club Coaches	Representative Team Coaches
Council of Unions	All Other NRU Staff
Rugby Committee	Club, HP and NPC Players
Media	
Public	



PERSONAL PROFILE:

QUALIFICATIONS AND EXPERIENCE:

Qualifications and Experience	<ul style="list-style-type: none"> • Coached in the NPC competition (or similar national level domestic competition), the Super Rugby Competition (or a similar high level professional competition), or a New Zealand National team preferably within the previous 12 months. • The appointee should have a recent track record of coaching at High-Performance level with a preferred minimum of 3 years' experience. • Northland Rugby retain the right to override these at their discretion.
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Reviewed and Approved by:

_____ (Signature) this date of ____/____/____

CAMERON BELL
CEO

NAME
EMPLOYEE

_____ this date of ____/____/____

EMPLOYEE SIGNATURE