

NZ Sevens Skills and Development Coach

The NZ Sevens Skills and Development Coach plays a key role in contributing to the sustained success of the All Blacks Sevens and Black Ferns Sevens programmes through the leadership of player development initiatives across the performance pathway. The role is responsible for leading the development and delivery of the rugby programme for players not selected for tournament squads, designing and implementing the programme's technical and tactical skills curriculum, overseeing the coaching aspects of the Return to Play process to ensure athletes are prepared for reintegration into full team training, and developing an integrated Sevens Player Pathway that supports the long-term growth of players and strengthens the future success of both national programmes.

					
Location	Team	Leader	Employment Type	Direct Reports	Span of Control
Mount Maunganui	NZ Sevens	Black Fern and All Black 7s Head Coaches	Fixed Term	Nil	Nil
Key Stakeholder Groups Internal: Black Fern and All Black Sevens Players and Management, NZR employees External: Super Rugby Clubs, Provincial Unions, Academy Managers, Coaches, Team Management & Other Support Personnel					

What You Do

Coaching

- Contribute to overall team performance planning, implementation, review, and reporting.
- Assist in the development of appropriate game plans, review and measure individual and team performance against these plans.
- Lead the development and implementation of the skills programme.
- Conduct in-depth analysis of individual players, the teams and the opposition and use that analysis to develop individual skill programmes.
- Assist with position and role specific coaching.
- Lead and implement the programme for players from both teams not selected to travel to Sevens World Series Tournaments.
- Remain up to date with modern game development, including new laws and their impact on the game, individual position and player requirements.
- Assist in the delivery of team trainings, that are well structured and maximise time and resources, that effectively prepare the team.
- Empower players to have input into training sessions and game-plan development.
- Creates and influences highly effective learning environments.
- Fully utilise all available technologies to analyse, understand and develop individual and team performance.

Player Development

- Assist and work with all staff on a fully integrated individual player development plan.
- Lead the planning, administration, and coordination of the non-travelling player programme.
- In consultation with the Head Coach ensure an aligned and integrated approach is taken between all parties (NZR, Super Rugby, Provincial Union) on what the players' development needs are and the best way to address these needs.
- Based on the players plan provide an accurate assessment of the players' ability, potential and areas for development to the player and the Head Coach.
- Monitor and assess individual player performance and development
- Provide regular performance and development feedback to each player with reference to individual skills analysis information during the campaign.
- Develop positive player relationships which support the integration and growth of new players, and extends the experienced players in the environment.
- Ensure that identified development players are provided with individual performance plans that are monitored
- Support effective transition of players from Schools and Provincial Unions through to National teams

Talent Identification

- In conjunction with the High-Performance Talent Identification and Men's and Women's Pathway Manager identify players with the attributes to be successful at Sevens Rugby
- Support the opportunities for talented athletes and coaches to experience Sevens rugby

High - Performance Sevens Pathway Management

- Develop and implement an integrated Sevens Player Pathway to support the identification and development of Sevens players

Sevens Development Teams and Tournaments

- Support of development programmes including; coaching and reviewing the programmes at the conclusion of each campaign.
- Assist in planning and implementation of competitions and tournaments.

Relationships

- Build collaborative, open and supportive relationships with other National teams, Super Rugby and Provincial Union coaches and management.

Vision and Values

- Model the teams and NZR values, standards and protocols at all times.
- Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.
- Has a positive impact on a diverse range of people and positively influences a high performing team environment.
- Be part of establishing the teams vision, values and standards that are aligned to the goals of NZR.
- Has an overwhelming willingness to learn, be innovative and adapt to a changing environment.

General

- Attend workshops and meetings as required by the NZR. Undertake other coaching and management responsibilities and tasks as reasonably required from time to time to meet team and NZR objectives.

Media Duties

- Work with the NZR Communications team to identify and manage media and content opportunities
- Facilitate in-tournament and in-camp media requests
- Ability or willingness to learn to produce some social media and digital content as required

Health & Safety (for self)

- Takes personal responsibility for keeping self free from harm
- Follows safe working procedures
- Reports incidents promptly
- Reports hazards promptly and suggests appropriate remedies
- Knows what to do in the event of an emergency
- Co-operates in implementing rehabilitation plan

What You Bring

Key experience and skills include:

- Proven coaching experience within a high-performance rugby environment, ideally at national or professional level.
- Excellent planning, communication and organisational skills, with the ability to manage multiple priorities and contribute to programme delivery.
- Demonstrated ability to design and deliver technical skills programmes that improve individual and team performance.
- Experience developing individual player development plans and providing regular performance feedback that supports athlete growth.
- Strong understanding of player development pathways and the transition of athletes from age-grade and provincial rugby into high-performance environments.
- Experience using performance analysis, video technology and data to inform coaching decisions and player development.
- Strong understanding of modern coaching methodologies, skill acquisition and contemporary trends within the game.
- Proven ability to work collaboratively within a multidisciplinary high-performance team and build effective relationships with coaches, medical, performance support staff and key stakeholders.
- Experience identifying and developing emerging talent within a high-performance or pathway environment.
- A current World Rugby coaching qualification and/or a tertiary qualification in coaching, sport science or a related discipline would be advantageous.