

SCHEDULE 1
NEW ZEALAND UNDER 20 ASSISTANT
POSITION DESCRIPTION

JOB TITLE: New Zealand Under 20 Assistant Coach	DEPARTMENT/UNIT: High Performance
CURRENT POSITION HOLDER:	REPORTS TO: - New Zealand Under 20 Head Coach with regard to team performance - NZR High Performance Player Development Manager with regard to the programme.

PURPOSE OF THE POSITION:

To assist the New Zealand Under 20 Head Coach to:

- Coach the team, on and off the field, to a standard of excellence, demonstrating a significant improvement over the campaign, enhancing the reputation of New Zealand rugby, and the New Zealand Under 20 Team.

	Accountability Statements
<i>Leadership</i>	To assist the New Zealand Under 20 Head Coach to: - Establish a team vision and team values, standards and protocols that fit within the goals of NZ 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 NZ Rugby and 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 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.

<i>Squad Selection, Team Selection & Preparation</i>	To assist the New Zealand Under 20 Head Coach to: ▪ Monitor and assess the performance of all players in contention for selection, including consultation with Provincial Union Coaches, Super Rugby Team Coaches and the NZ Rugby Resource Coaches, and provide such player assessment information to NZ Rugby as requested from time to time. ▪ Select a squad of players for the New Zealand Under 20 Team in accordance with the selection policies, protocols and process as determined and advised by the NZ Rugby from time to time. ▪ In selecting your team ensure that, within reasonable discretion with regard to squad balance and subject to discussions with the NZ Rugby High Performance team, the best performed available players are selected in the New Zealand Under 20 Team each year. ▪ 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 in accordance with the NZ Rugby's selection process protocols as advised to you by the NZ Rugby. ▪ Comply with the replacement player protocols and process (as determined and advised by the NZ Rugby from time to time) for seeking any replacement player for the New Zealand Under 20 Team. ▪ Select the playing team to play each match from within the selected initial New Zealand Under 20 squad, and any approved replacement players.
<i>Team Method</i>	To assist the New Zealand Under 20 Head Coach to: ▪ Prepare a comprehensive selection plan, and a periodised coaching and training programme for the team, with input as necessary from Team Management and the NZ Rugby as appropriate and/or required. ▪ Provide a clear statement of: - coaching philosophy - vision and goals for team - ideal team profile and game plan and update this following selection of final squad to include patterns of play and individual player analysis. ▪ Work closely with the team Strength and Conditioning Coach to ensure that the players are provided with an appropriate programme for them to attain the required level of fitness. ▪ Ensure that, following consultation and advice from the team doctor or the NZ Rugby Medical Manager, each player's welfare, 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, review and measure individual and team performance against these plans.

	▪ Remain up to date with modern game development, including new laws and their impact on the game.
<i>Effective Team Training</i>	▪ Provide technical and tactical coaching to individual players, mini-units and the team as a whole as required. ▪ Undertaking analysis of opposition profile to identify threats and opportunities. ▪ Use and facilitate the use of technical specialist coaches where required.
<i>Discipline</i>	To assist the New Zealand Under 20 Head Coach and Manager to: ▪ Develop 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 and Appraisal</i>	To assist the New Zealand Under 20 Head Coach to: ▪ Provide support to any NZ 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>NZ Rugby/ Super Rugby Club/ Provincial Union Relationships</i>	To assist the New Zealand Under 20 Head Coach to: • Work closely with NZ Rugby to develop individual players for the betterment of New Zealand Rugby, including the All Blacks. ▪ Contribute constructively to any review or policy work and administrative matters relating to the New Zealand Under 20 Team selection protocols and process, the Team programme of assembly or other high performance matters, as requested by NZ Rugby from time to time. ▪ Contribute meaningfully to the implementation of NZ Rugby High Performance strategies for the overall benefit of NZ Rugby. ▪ Adhere to NZ Rugby policies and procedures as outlined from time to time.

	▪ 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. ▪ 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 Super Rugby Club and Provincial Union Coaches, and share best practice coaching and team management experiences as appropriate. ▪ In conjunction with the team management, in respect of any professional player ensure that all requirements under the Collective Agreement, including players' annual leave requirements, as identified in consultation with NZ Rugby, are observed and given effect.
<i>Media</i>	▪ Contribute and adhere to the media policy developed for the New Zealand Under 20 Team, (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. ▪ In conjunction with the Team Manager &/or Communications Manager, ensure all players have appropriate availability and access to the media.
<i>Referees</i>	▪ 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 touch judges. ▪ 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/ Sponsors and Administration</i>	▪ Facilitate and participate in promotional or commercial activities with sponsors as required by NZ Rugby from time to time. ▪ Develop and foster positive and accessible relationships with sponsors.

	▪ Ensure the contribution that adidas makes to New Zealand Rugby is recognised at every appropriate opportunity. ▪ Work with NZ Rugby commercial and marketing teams to understand and ensure that commercial and broadcasting obligations relating to the Team are met. ▪ Recognise Sky TV's unique broadcasting position and partnership with NZR by working co-operatively at all times to ensure contractual commitments within the News Agreement are met. ▪ Attend such meetings, seminars and/or briefing sessions as may be arranged at which your attendance is required from time to time. ▪ Meet NZ Rugby reporting requirements as required from time to time.
<i>Scoreboard</i>	▪ To achieve the best possible match results, taking into account the requirements outlined above.

SCHEDULE 3

PROMOTIONAL SERVICES

1. Promotional Services involve your attendance and participation at the following:
 - 1.1. public relations events including any public relation event organised by NZR or a sponsor of NZR; and
 - 1.2. media conferences and the giving of interviews to television, radio, newspaper or magazine journalists as required by NZR; and
 - 1.3. photographic, filming or recording sessions whether directly organised by NZR or a sponsor of NZR; and
 - 1.4. benevolent activities including but not limited to visits to schools, hospitals and charitable organisations.
2. In performing the Promotional Services you must with a view to cohesion, efficiency and maintenance of public profile of the highest standard:
 - 2.1. report promptly;
 - 2.2. follow all reasonable instructions which may be given by the organiser of the activity or NZR;
 - 2.3. conduct yourself in an orderly and respectable manner and otherwise in a manner suitable to the particular activity;
 - 2.4. wear any uniform or clothing (including any sponsor's clothing) as may be directed by NZR;
 - 2.5. travel by such means and with such travel provider as may be directed by NZR;
 - 2.6. not wear clothing which advertises any product or merchandise in competition with or which in any way conflicts with the interests of NZR or a sponsor of NZR;
 - 2.7. at all times maintain a tidy appearance;
 - 2.8. not consume any alcohol, drug or other intoxicating substance which may impair or affect your performance, manner or behaviour;
 - 2.9. undertake any interviews and co-operate with the media as directed; and

- 2.10.** at all times maintain a high standard of behaviour and conduct yourself in a manner which befits the image of the New Zealand Under 20 Team and the game of Rugby Union generally.