

# POSITION DESCRIPTION



<b>Position Title</b>	<b>North or South U18 Girls Team Head Coach</b>
<b>Business Unit</b>	Women's High Performance
<b>Reports to</b>	NZR High Performance Pathways Manager
<b>Location</b>	St Peters Cambridge
<b>Dates</b>	5-10 <sup>th</sup> July 2026

## New Zealand Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify. We do this by living the values of The Rugby Way, Te Ara Ranga Tira, which guides our game from Small Blacks to national teams.

The four pillars (Pou) of The Rugby Way are: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihihi) & Play Fair (Te Pou Tika).

We strive for rugby teams in black that are unrivalled, a high performance system that produces the world's best talent, competitions that fans love, and a community game that is strong and cherished. We are committed to New Zealand rugby being financially secure, attracting top partners and contributing actively to the global game.

New Zealand Rugby employs more than one hundred and fifty staff who are based in its Wellington head office, Auckland or in a variety of rugby roles throughout New Zealand. Responsibilities include management of our national teams (including the All Blacks), administration of our national competitions, and participation in international competitions including Test matches, as well as assisting community rugby throughout the country. The organisation has direct relationships with its members, including all 26 Provincial Unions, Super Rugby Teams, Commercial and other partners and stakeholders such as the New Zealand Government.

New Zealand Rugby is one of New Zealand's largest sports organisations, with a team of employees committed to ensuring that our national game is run smoothly and effectively at all levels, all over New Zealand.

## Purpose

We are seeking an experienced, passionate, and player-focused Head Coach to lead one of the U18 Girls teams (North or South) in the national North vs South U18 Rugby camp & fixture. This camp and fixture will showcase emerging talent and plays a key role in the national talent pathway for wāhine rugby.

As Head Coach, you'll work alongside the Assistant Coach and support staff to create a performance-driven, athlete-centred environment. You'll contribute to all aspects of preparation, from training sessions to game-day strategy, while helping players thrive both on and off the field.

## Key Tasks

- Lead the coaching and preparation of the U18 Girls North or South team for the North vs South match.
- Develop and deliver a short-term, high-impact training program aligned with national performance standards.
- Support selection alongside NZR Women's High Performance Development team.
- Build a positive, inclusive team culture focused on growth, learning, and excellence.
- Ensure a safe, supportive environment that prioritizes athlete wellbeing and holistic development.
- Provide clear, constructive feedback to players and assist in their ongoing development within the high-performance pathway.

## Key Relationships

<b>This position reports to:</b>	<b>NZR High Performance Pathways Manager</b>
<b>• Other areas/people that report to this position's immediate manager:</b>	NZR High Performance Player Development Manager - Women's
<b>• This job's direct reports are:</b>	<ul style="list-style-type: none"> <li>• Nil</li> </ul>
<b>Relationships</b> <ul style="list-style-type: none"> <li>• NZR High-Performance Talent Identification Manager</li> <li>• NZR High-Performance Player Development Manager</li> <li>• NZR High Performance Pathways Manager</li> <li>• Regional convenors</li> <li>• Provincial Union Academy Managers</li> <li>• Heartland Womens RDOs</li> </ul>	

## Person Specification

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### Key Requirements

- Proven experience coaching female athletes U16 or U18 or above school, or representative level.
- Strong technical, tactical, and communication skills.
- Demonstrated leadership in fostering culture, connection, and personal growth.
- Ability to work collaboratively with diverse groups including players, staff, whānau.

### What You'll Bring

- A team-first attitude and willingness to learn and contribute at all levels.
- Passion for wāhine rugby and player development.
- Ability to connect with young athletes and inspire confidence.
- A growth mindset and ability to thrive in short, intense high-performance environments.

### To Apply:

Please submit your CV and a cover letter outlining your coaching philosophy and what team you would like to be involved with to [people@nzrugby.co.nz](mailto:people@nzrugby.co.nz)