

POSITION DESCRIPTION



Position Title	North & South U18 Girls Head Coach
Business Unit	Women's High Performance
Reports to	NZR High Performance Pathways Manager
Location	New Zealand
Date	April 2025

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

The North vs South U18 Girls Camp and Fixture is a newly established initiative designed to identify and showcase emerging talent, serving as a critical step in the national talent pathway for wāhine rugby. We are seeking an experienced, passionate, and player-centered Head Coach to lead one of the U18 Girls teams (North or South). This role is instrumental in fostering player development and creating an environment that aligns with the long-term goals of wāhine rugby in Aotearoa. 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.

The Purpose of this initiative is to.

- Provide an understanding of high-performance foundations, first exposure to a performance environment
- Development of people and skill set both players and management
- Talent Identification and Development of our emerging talent
- Exposure to different coaching styles, individual player Education/development and meaningful game time.

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
- Participate in post-campaign reviews and contribute to player development reports.
- Is responsible for ensuring the safety and wellbeing of all participants under the age of 18 from a safeguarding perspective.

Key Relationships

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

Person Specification

Experience, Knowledge and Skills

- 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.
- 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.