

POSITION DESCRIPTION



Position Title	North & South U18 Girls Strength and Conditioning Coach
Business Unit	Women's High Performance
Reports to	NZR Women's 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're looking for a motivated, athlete-centred Strength and Conditioning Coach to support physical preparation for one of the U18 Girls teams (North or South) competing in the North vs South Rugby camp & fixture

In this role, you will be responsible for providing high-quality, best-practice support to athletes by delivering effective strength and conditioning services. Working collaboratively with the

broader management team to ensure athletes are primed, resilient, and ready to perform their best.

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

- Deliver warm-ups, and recovery sessions across camp and match preparation as agreed with coaching staff.
- Provide education & resources to the players to support preparation and recovery, as relevant for their age and stage (e.g. nutrition, hydration, sleep, and recovery habits)
- Collaborate with physiotherapy on injury prevention and return-to-play processes.
- Monitor athlete load (If available), fitness, and wellbeing, using appropriate tracking tools and feedback systems.
- 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

- Relevant qualification in Strength & Conditioning, Exercise Science, or related field.
- Experience working with female athletes U16 or U18 or above, ideally in rugby or contact sports at a representative level
- Understanding of female athlete development and adolescent training principles.
- Strong communication and relationship-building skills.
- Available for camp and the North vs South fixture.
- Passion for empowering young wāhine through physical performance and wellbeing.
- A practical, adaptable approach to coaching in short, intense campaigns.