

SCHEDULE 1

NZU20 TEAM MANAGER

POSITION DESCRIPTION

Position Title	NZU20 Team Manager
Business Unit	High Performance
Reports to	NZU20 Campaign Manager
Position Type	Fixed Term contract until August 2026
Location	NZ
Date	1st November 2025

New Zealand Under 20 Overview

The vision for New Zealand Rugby (NZR) is to Inspire and Unify through rugby, with our High-Performance teams' goal of 'winning with mana'.

The New Zealand Under 20 Team purpose is the develop players for the professional game and win test matches

Purpose Of The Role

- The primary purpose of the role is to ensure the NZU20s are a successful and winning team, who represent NZ Rugby on the world stage with mana. This primary purpose will include provision of:
 - Operational and logistical requirements of the NZU20 Team.
 - Assist the Head Coach to create an environment that allows to the NZU20 team to be successful.
 - Providing leadership to the NZU20s and developing constructive relationships with stakeholders of the game

Key Tasks

Major responsibilities and accomplishments expected of the position are:

THE NZU20 TEAM INSPIRE AND UNIFY AND ARE A SUCCESSFUL WINNING TEAM	
Performance Area	Expected Performance Outcomes
Organisational Management	• Establish and maintain effective systems and processes to manage and monitor the team's operational requirements • Develop and manage the team's financial budget in conjunction with the NZ Rugby Team Administrator

	• Complete end of campaign and other requested reports as required and within agreed time frames
Team Logistical Requirements	• Organise in consultation with key NZ Rugby staff all team logistical requirements including; co-ordination of all travel; accommodation; outfitting; equipment needs etc • Build effective relationships with external providers and other business networks to ensure all team requirements are met • Co-ordinate all media interaction where required
Vision and Values	• Establish a team vision and values, standards and protocols that are aligned to the goals and organisational values of NZ Rugby. • Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all players and Team Management members. • Model NZR and the NZU20 Team values, standards, and protocols at all times, including Te Ara Rangatira 'The Rugby Way'.
Team Selection	• Support the Head Coach in the monitoring and communication to players in contention for squad selection. • Maintain discretion and confidentiality regarding Squad and Team selection consideration * Including discussions with players about their performance. * Not making any promises or guarantees of selection • Comply with the replacement player protocols and process when seeking any replacement player for the NZU20 Team.
Team & Player Management	• Lead specific area of responsibility and provide advice on matters impacting specific area to the management team. • In conjunction with the Head Coach, ensure that the Team maintains an appropriate standard of discipline on & off the field. • Ensure that, following consultation and advice from the Team Doctor and the wider management, that each player's Hauoratanga (wellbeing), welfare and health & safety is always given priority. • Support the campaign manager & head coach to ensure a transition process takes place for each player, as outlined by NZR. This will include providing relevant information across character & off field pillars.
Match Officials	• Maintain sound, professional working relationships with match officials. • Keep abreast of all game law changes and competition rules.

LEADERSHIP AND OFF FIELD PERFORMANCE	
Performance Area	Expected Performance Outcomes
Leadership	- To demonstrate mana and lead the team, which includes: - Maintaining an appropriate public profile, always demonstrating exemplary behaviour standards. - Driving behaviour standards for the whole team and management - Demonstrating effective interpersonal communication and relationship skills. - Maintain an effective and positive working relationship with all key stakeholders. - Understanding of the role the team plays in the wider aspirations of NZ Rugby.
NZ Under 20 Coaching and Management Team Performance	- In conjunction with NZR, identify the required Coaching and Management roles (and their designated responsibilities) and support the campaign manager with the recruitment process as required. - Support the Head Coach to establish a clear and effective Coach and Management team reporting process.
Relationships & collaboration	- Build open and supportive relationships with key management figures within the NZ rugby landscape. - Collaborate and share with management of the All Blacks, other New Zealand national teams, Provincial Unions, Super Clubs and Māori rugby. - Form excellent working relationships with all key internal and external stakeholders including World Rugby and SANZAAR.
Media	- Adhere to the media requests and work with the team media manager. - Develop and foster positive, accessible, and professional relationships with mainstream and Māori media.
Commercial	- Participate in promotional and commercial activities with sponsors as required. - Together with the Head Coach ensure the Team and individual players understand and fulfil their obligations, and at times their cultural obligations, respect of sponsors and other commercial activities.

	Recognise, at every opportunity, the contribution that Adidas, Altrad and Toyota make to the business of NZR.
Administration and Reporting	- Submit a comprehensive Team Manager's Report to the NZ HP Department at the conclusion of each year including an assessment of management performance, venues, travel, logistics, budget, accommodation and recommendations for the future. - Provide NZR regular updates on the progress regarding planning as requested. - Participate in the campaign review at the conclusion of the tour

Key Relationships

This position reports to:	NZU20 Campaign Manager
Other areas/people that report to this position's immediate manager:	NZU20 Head Coach
This job's direct reports are:	NIL
External Relationships - International Rugby Unions and Teams - Commercial Partners - Match Officials - Broadcasters - Media - Fans - SANZAAR - World Rugby	Internal Relationships - NZR High Performance Team - All Blacks Management - Other National Team Management - Super Rugby Clubs - Provincial Unions - NZR Board - NZR Executive Team

Personal Profile

Qualification & Experience	- The appointee should have a recent track record of team management at the High-Performance level. - NZR retain the right to override these at their discretion
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