

NZ U20 PERFORMANCE ANALYST
POSITION DESCRIPTION

Position Title	NZ U20 Team Analyst
Business Unit	High Performance
Reports to	NZU20 Campaign Manager, NZU20 Head Coach & NZ Under 20 Team Manager
Position Type	Fixed Term contract until August 2027
Location	NZ
Date	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's purpose is to develop players for the professional game and win test matches.

Purpose Of The Role

- The primary purpose of the role is to ensure NZ U20 are a successful and winning team, who represent NZ Rugby on the world stage with mana. This primary purpose will be supported by:
 - Responsibility for the provision and management of performance analysis services to the players and coaches.
 - Upholding the mana and values of New Zealand Rugby and the traditions of the NZ U20 jersey.

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
Filming	• Video record matches and/or trainings as required and directed by the team Coach
Analysis & Coding	• Operate Sportscore including downloading the coding of recorded matches • Coding trainings for the matches and/or trainings to be viewed and analysed;

	Analyse matches and trainings recorded using Sportscore as required by the team Coach;
Reporting	- Provide analysis information, including statistical data, on the performance of players & team, to the team Coach as required; - Provide opposition analysis of strengths, weaknesses, opportunities and threats, with recommendations on strategies to prepare for the opposition based on that analysis, to the team Coach as required; - Provide player & team reports as required to All Blacks management and NZR as requested
IT support	- Provide general IT support to other members of Team management, including performing any necessary maintenance tasks and producing any audio-visual material as required - Manage and maintain the team laptops and equipment - Provide support to players to access footage and utilise software
Vision and Values	- Contribute as required by the Head Coach and Manager, to the 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 the NZR team values, standards, and protocols at all times, including Te Ara Rangatira 'The Rugby Way'.
Administration	- Ensure that all relevant statistics are built into the player transition plans - Comply with all reasonable requirements and directions of, NZR in respect of administration matters relating to the role, as may be required by NZR from time to time. - Attend all coaches & management meetings.

LEADERSHIP AND OFF FIELD PERFORMANCE	
Performance Area	Expected Performance Outcomes
Rangatiratanga: Leadership	- To demonstrate mana, which includes: - Maintaining an appropriate public profile, always demonstrating exemplary behaviour standards. - Driving behaviour standards - 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
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 and Super Clubs - Form excellent working relationships with all key internal and external stakeholders.
Commercial	- Be an advocate for NZ Rugby, which includes the promotion of NZ U20s from a commercial perspective - Participate in promotional and commercial activities with sponsors as required. - Recognise, at every opportunity, the contribution that Adidas and Altrad make to the business of NZR.
Administration and Reporting	- Contribute to the Head Coach's Report to the NZ HP Department at the conclusion of each year. - Participate in the campaign review at the conclusion of the tour

Key Relationships

This position reports to:	NZ U20 Campaign Manager, NZU20 Team Manager & NZU20 Head Coach
Other areas/people that report to this position's immediate manager:	NZU20 Team Management
This job's direct reports are:	Nil
External Relationships International Rugby Unions and Teams	Internal Relationships NZ Rugby

• Commercial Partners • Match Officials • Broadcasters • Media • Fans • World Rugby	• NZR High Performance Team • All Blacks Coaches • Other National Team Coaches • Super Rugby Clubs • Provincial Unions • NZR Board • NZR Executive Team • NZRC
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Key Performance Indicators

Your performance in carrying out the coaching functions under this Agreement shall be assessed having regard to the following Key Performance Indicators:

KPI	
To be agreed with the Head Coach	•

Personal Profile

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