

<b>Position Title</b>	Ngā Whatukura NZ Māori Under 18 Assistant Coach
<b>Business Unit</b>	Māori Rugby Development
<b>Reports to</b>	Ngā Whatukura NZ Māori Under 18 Head Coach
<b>Position Type</b>	Fixed Term Contract – 2026 Campaign
<b>Remuneration</b>	Koha / Honorarium
<b>Location</b>	New Zealand
<b>Date</b>	2026

## New Zealand Māori Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify through rugby, with our teams' goal of 'winning with mana'.

NZR Māori Rugby vision is to re-imagine rugby to ensure positive outcomes for Māori through Rugby, Whaea te Mana, The pursuit of Mana. NZR and Māori Rugby want to enhance and grow good players, coaches, administrators, and volunteers.

Ngā Whatukura represents the pinnacle of Māori Under 18 rugby development, bringing together the next generation of Māori players to be developed in a high-performance environment grounded in Te Ao Māori Kaupapa and whakapapa.

## Purpose of the Role

- To coach the Ngā Whatukura NZ Māori Under 18 team in the specified area of expertise, on and off the field, to a standard of excellence, enhancing the reputation of NZR and Māori Rugby.
- To support the Head Coach in ensuring high-potential Māori players are identified, developed, and prepared for progression through the NZR High Performance pathway.
- To uphold the mana and values of NZR and Māori Rugby, and to contribute to the vision of enhancing Māori through rugby.

## Key Tasks

Major responsibilities and accomplishments expected of the position are:

### NGĀ WHATUKURA INSPIRES AND UNIFIES AND IS A SUCCESSFUL, WINNING TEAM

Performance Area	Expected Performance Outcomes
<b>Leadership &amp; Player Welfare</b>	<ul style="list-style-type: none"> <li>• Contribute to, promote and adhere to the team vision, values, standards and protocols that align with NZR and the NZ Māori Rugby Board.</li> <li>• Model NZR's 'The Rugby Way' and Te Ara Rangatira at all times.</li> <li>• Establish clear objectives for the campaign and ensure all planning and delivery aligns to these objectives.</li> <li>• Build and maintain strong working relationships with the team and team management.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrate personal credibility, honesty, high integrity, selflessness and an ability to handle pressure and stress appropriately.</li> <li>• Provide an environment centered around achievement, excellence, Hauoratanga (wellbeing) and Manaakitanga (hospitality and protection).</li> <li>• Consider players' personal welfare and ensure their safety is always prioritized throughout the campaign.</li> <li>• Provide support and pastoral care to players.</li> </ul>
<b>Enhancing Māori Through Rugby</b>	<ul style="list-style-type: none"> <li>• Encourage the team to develop a working understanding of Kaupapa Māori sufficient to respect and carry out Māori protocols and tikanga.</li> <li>• Work with Pou Tikanga to support the development of players' cultural connection, including te ao Māori, tikanga, te reo and greater awareness of whakapapa and pepeha.</li> <li>• Model and promote the values of Māori Rugby in all interactions with players, whānau, and stakeholders.</li> <li>• Be an advocate for the Māori Rugby Development Programme and its contribution to positive outcomes for Māori through rugby.</li> </ul>
<b>Talent Identification &amp; Selection</b>	<ul style="list-style-type: none"> <li>• Assist the Head Coach with the identification and final selection of players for the Ngā Whatukura programme.</li> <li>• Work in conjunction with the Head Coach to refine positional player profiles relevant to the age and stage of players.</li> <li>• Maintain discretion and confidentiality regarding squad and team selection, including discussions with prospective players, whānau, school coaches, Provincial Unions and Super Rugby clubs.</li> <li>• Contribute to match-day selection from the fit players available within the selected squad.</li> <li>• Monitor and assess the performance of all players in contention for selection.</li> </ul>
<b>Coaching Craft</b>	<ul style="list-style-type: none"> <li>• Remain up to date with modern game development, including law interpretations, focus areas and game innovations.</li> <li>• Provide technical and tactical coaching to individual players, mini-units and the team as a whole.</li> <li>• Develop well-structured and planned training sessions that provide challenge and accelerate player learning.</li> <li>• Deliver effective individual player, mini-unit and team review sessions, including the use of Hudl and SportsCode platforms.</li> <li>• Apply awareness of pedagogy and long-term athlete development to impart knowledge appropriate to the age and stage of players.</li> <li>• In consultation with the Head Coach, develop appropriate game plans and performance measures.</li> <li>• Empower players to have meaningful input into training sessions and game plan development.</li> </ul>
<b>Player Development, Appraisal &amp; Review</b>	<ul style="list-style-type: none"> <li>• In conjunction with the Head Coach, establish development goals with each player at the start of the campaign.</li> <li>• Provide regular, constructive performance and development feedback to each player across technical, tactical, physical and mental dimensions.</li> <li>• Encourage the development of players' leadership and self-reliance qualities.</li> </ul>
<b>Discipline</b>	<ul style="list-style-type: none"> <li>• Develop clear and appropriate team protocols and standards in conjunction with team management and players.</li> <li>• Ensure the team maintains an appropriate standard of discipline both on and off the field.</li> </ul>

	<ul style="list-style-type: none"> <li>In conjunction with the Team Manager, ensure that the team's conduct upholds the mana of Ngā Whatukura and Māori Rugby.</li> </ul>
<b>Relationships &amp; Collaboration</b>	<ul style="list-style-type: none"> <li>Build open and supportive relationships with key coaching figures within the NZ rugby landscape.</li> <li>Develop and maintain positive relationships with whānau, schools, and community stakeholders connected to the Ngā Whatukura programme.</li> </ul>

## Personal Profile

<b>Qualifications &amp; Experience</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>The appointee holds Māori whakapapa.</li> <li>Demonstrated experience coaching at a high level</li> <li>Strong technical and tactical knowledge of the game.</li> <li>Proficient in the use of Hudl and/or SportsCode, including the ability to clip, code and present to players.</li> <li>A sound understanding of the age-grade rugby landscape in New Zealand.</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>Experience coaching at Provincial Union Academy or Super Rugby age-grade level.</li> <li>Experience working within a Māori rugby development context.</li> <li>NZR retain the right to override stated criteria at their discretion.</li> </ul>
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## Key Relationships

<b>This position reports to:</b>	Ngā Whatukura NZ Māori Under 18 Head Coach
<b>This job's direct reports are:</b>	None

External Relationships	Internal Relationships
<ul style="list-style-type: none"> <li>NZR Māori Talent Scouts</li> <li>1<sup>st</sup> XV Coaches</li> <li>Club Coaches</li> <li>Māori community leaders</li> <li>Whānau of selected players</li> </ul>	<ul style="list-style-type: none"> <li>Ngā Whatukura NZ Māori Under 18 Head Coach</li> <li>NZR Māori Rugby Development Manager</li> <li>NZ Māori Rugby Board (NZMRB)</li> <li>NZR High Performance Team</li> </ul>