







# Junior and Youth Participation Lead

The Junior and Youth Participation Lead supports national leadership and connectivity for the development of junior and youth rugby in New Zealand. The role supports the rugby system to create and sustain engaging and safe experiences for junior and youth players and focuses on growing participant numbers in these age segments.

 Location	 Team	 Leader	 Employment Type	 Direct Reports	 Span of Control
Wellington / Auckland	Rugby Delivery	Participation and Coach Development Manager	Permanent/Full Time	Nil	Nil
<b>Key Stakeholder Groups</b> <b>Internal:</b> NZR employees <b>External:</b> Provincial Unions, School Sport NZ, Sport NZ, Other Stakeholders					

## What You Do

### Increase Participation at all levels of Junior Rugby

Collaboratively lead the design, development, implementation, and evaluation of national strategies, programmes and initiatives to:

- Engage more youth and junior aged children in rugby through sampling programmes (e.g. pre-school programmes, activation programmes, in and out of school programmes, holiday programmes)
- Improve the quality of the Small Blacks Development Model to engage and retain more players through contact and non-contact forms of the game
- Provide more competition, tournament, and festival opportunities
- Support Parent and Key Influencers' understanding of great junior rugby experiences
- Improve the profile of Junior Rugby.

### Increase Participation at all levels of Youth Rugby

Support the Participation and Coach Development Manager in the design, development, implementation, and evaluation of national strategies, programmes and initiatives to:

- Establish a holistic youth development model for schools and clubs
- Establish youth development programmes for use by Provincial Unions, Schools and Clubs
- Provide more competition, tournament, and festival opportunities that engage youth
- Create greater harmony and collaboration between Schools and Clubs to grow participation and a life-long love of the game
- Improve the impact of youth voice at national, regional and local governance levels
- Support Parent and Key Influencers understanding of great youth rugby experiences

- Improve the profile of Youth Rugby.

## Relationship Management

Provide national leadership and connectivity through effective relationship management in the following areas:

- Establish and develop strong relationships with all key stakeholders including NZR staff, Provincial Unions, Sport NZ, and School Sport NZ
- Support NZR's Teenage Rugby Council and Rangatahi Advisory Group
- Develop, engage, and maintain a network of Provincial Union junior and youth rugby community/development staff
- Acting as the primary contact for PUs in relation to junior rugby participation.

## National Projects

- Support NZR's approach to Balance is Better across participation development, game development and injury prevention and wellbeing.
- Provide support, collaboration and input across the key national focus areas of Women and Girls Rugby and a Safer Game.

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## What You Bring

### Key experience and skills include:

- Experience and knowledge in one or more of the following areas – Participation Development for Junior and/or Youth and/or Balance is Better.
  - Change Management experience in the Sport Sector.
  - A relevant tertiary qualification.
  - Strong understanding of Sport Development mental models, systems and structures.
  - Strong understanding of junior sport systems and research with a preference for rugby.
  - Strong understanding of Sport NZ's Balance is Better philosophy.
  - Excellent relationship management skills.
  - Excellent communication skills, both written and verbal.
  - Excellent presentation and facilitation skills.
  - Analytical skills and ability to review and evaluate.
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