

**SCHEDULE 1
NEW ZEALAND MAORI COACH POSITION DESCRIPTION**

JOB TITLE: New Zealand Maori Coach	DEPARTMENT/UNIT: Rugby
CURRENT POSITION HOLDER:	REPORTS TO: <ul style="list-style-type: none"> • Professional Rugby Manager with regard to employment duties and employment relationship matters and promotional activity. • High Performance Coach Development Manager with regard to coaching and development (or other such person nominated by NZRP from time to time).

PURPOSE OF THE POSITION:

<p>The purpose of this position is to:</p> <ul style="list-style-type: none"> - Select (in conjunction with the NZRU) the New Zealand Maori Squad and playing teams, in accordance with the guidelines adopted by the NZRU from time to time. - Coach the team, on and off the field, to a standard of excellence, demonstrating a significant improvement over the campaign, enhancing the reputation of New Zealand rugby, and the New Zealand Maori Team.
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	Accountability Statements
<i>Leadership</i>	<ul style="list-style-type: none"> ▪ Establish a team vision and team values, standards and protocols that fit within the goals of NZRU/NZRP. ▪ Ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members. ▪ Model the NZRU and team values, standards and protocols at all times. ▪ Provide leadership of the team and team management through effective interpersonal communication and the ability to address difficult problems and decisions appropriately. ▪ Build and maintain strong working relationships with the Team and Team Management, both individually and as a group, using a range of communication styles and media tailored to the individual and the message. ▪ Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately. ▪ Work with Team Management to ensure the Team has a working understanding of kaupapa Maori which is sufficient to respect and carry out Maori protocols and tikanga when engaging with each other and various internal and external stakeholders.
<i>Squad Selection, Team Selection & Preparation</i>	<ul style="list-style-type: none"> ▪ Identify all players in contention for selection for the New Zealand Maori Team and advise NZRP of such players by the date required by the NZRU. ▪ Monitor and assess the performance of all players in contention for selection, including consultation with Provincial Union Coaches, Super Rugby Team Coaches, NZRU Specialist Resource Coaches and the All Blacks Coaches, and provide such player assessment information to NZRP as requested from time to time. ▪ Select a squad of players for the New Zealand Maori Team in accordance with the selection policies, protocols and process as determined and advised by the NZRU from time to time. ▪ In selecting your team ensure that, within reasonable discretion with regard to squad balance and subject to discussions with the All Blacks Coaches and NZRU High Performance, the best performed available players are selected in the New Zealand Maori Team each year. ▪ Maintain discretion and confidentiality regarding Squad and Team selection consideration, including discussions with players about their performance and not making any promises or guarantees of selection to any player.

	<ul style="list-style-type: none"> ▪ Communicate with players identified as being in contention for selection but not selected regarding their non-selection in accordance with the NZRU's selection process protocols as advised to you by the NZRU. ▪ Comply with the replacement player protocols and process (as determined and advised by the NZRU from time to time) for seeking any replacement player for the New Zealand Maori Team. ▪ Select the playing team to play each match from within the selected initial New Zealand Maori squad, and any approved replacement players.
<i>Team Method</i>	<ul style="list-style-type: none"> ▪ Prepare a comprehensive selection plan, and a periodised coaching and fitness training programme for the team, with input as necessary from Team Management and the NZRU as appropriate and/or required. ▪ Prior to programme commencement, provide the NZRU High Performance Coach Development Manager with a clear statement of: <ul style="list-style-type: none"> - coaching philosophy - vision and goals for team - ideal team profile and season game plan and update this following selection of final squad to include patterns of play and individual player strength and weakness analysis. ▪ Work closely with the team fitness trainer and the National Fitness Advisor to ensure that the players are provided with an appropriate fitness and training programme for them to attain the required level of fitness. ▪ Ensure that, following consultation and advice from the team doctor or the NZRU Medical Director, each player's welfare, health and safety is given priority at all times. ▪ Fully utilise all available technologies to analyse, understand and develop individual and team performance ▪ Conduct in-depth analysis of individual players, the team and the opposition. ▪ Develop appropriate game plans, review and measure individual and team performance against these plans. ▪ Remain up to date with modern game development, including new laws and their impact on the game.
<i>Effective Team Training</i>	<ul style="list-style-type: none"> ▪ Provide technical and tactical coaching to individual players, mini-units and the team as a whole as appropriate. ▪ Use and facilitate the use of technical specialist coaches where required. ▪ Develop well structured training sessions that provide team progressions in the areas of: <ul style="list-style-type: none"> ○ Set play ○ Attack ○ Defence ○ Open play
<i>Discipline</i>	<ul style="list-style-type: none"> ▪ Assist in the development of clear and appropriate team protocols and standards in conjunction with team management and players. ▪ Ensure that the established team protocols and standards are met and maintained, and deal effectively and appropriately with any breach or conflict. ▪ Ensure that the team maintains an appropriate standard of discipline both on and off the field.

<p><i>Player Development and Appraisal</i></p>	<ul style="list-style-type: none"> ▪ Provide support to any NZRP-contracted players in the team for the Professional Development Programme. ▪ Undertake and record player performance expectations with each player before the campaign. ▪ Monitor and assess individual player performance and development, including use of rugby analysis tools Verusco and any other analytical tools during the campaign as directed. ▪ Provide regular performance and development review feedback to each player with reference to match analysis information during the campaign. ▪ Complete and record player performance reviews with each the player at the end of the campaign, and provide to NZRP a copy of each completed performance review document within 4 weeks of the end of the team's campaign. ▪ Provide accurate assessment of players' ability, performance, potential and areas for development to the player and NZRU/NZRP. ▪ Encourage the development of player's leadership and self reliance qualities.
<p><i>NZRU/ Franchise/ Provincial Union Relationships</i></p>	<ul style="list-style-type: none"> ▪ Work closely with the NZRU to develop individual players for the betterment of New Zealand Rugby, including the All Blacks. ▪ Contribute constructively to any review or policy work and administrative matters relating to the New Zealand Maori Team selection protocols and process, the Team programme of assembly or other high performance matters, as requested by the NZRU from time to time. ▪ Contribute meaningfully to the implementation of NZRU High Performance strategies for the overall benefit of NZ Rugby. ▪ Adhere to NZRU policies and procedures as outlined from time to time. ▪ Provide advice to coaches and/or selectors of the All Blacks, other New Zealand national teams, Provincial Unions and/or NZRP on the ability, performance and fitness of players selected in your Team as requested. ▪ Consult and discuss with the All Blacks selectors on individual player's development and performance assessments, including playing position(s). ▪ Advocate on behalf of players, promoting their ability and performance as and where appropriate. ▪ Develop relationships/networks with the NZRU and other coaches to contribute to the NZRU High Performance Programme and the creation of a pool of knowledge and practice for the benefit of New Zealand Rugby. ▪ Build relationships with Provincial Union and Super Rugby Coaches, and share best practice coaching and team management experiences as appropriate. ▪ In conjunction with the team management, in respect of any professional player ensure that all requirements under the Collective Agreement, including players' annual leave requirements, as identified in consultation with NZRP, are observed and given effect.
<p><i>Media</i></p>	<ul style="list-style-type: none"> ▪ Contribute and adhere to the media policy developed for the New Zealand Maori Team, (TV, radio and print). ▪ Be available and responsive to media requirements and requests to comment on Team matters as agreed and where appropriate. ▪ Act in a positive, professional manner with the Media. ▪ Develop and foster positive professional relationships with media representatives. ▪ Develop and foster a positive and appropriate media profile including participation in media activity such as interviews, photographic, filming and/or recording sessions as reasonable and appropriate. ▪ In conjunction with the Team Manager &/or Communications Manager, ensure all players have appropriate availability and access to the media.

<i>Referees</i>	<ul style="list-style-type: none"> ▪ Keep abreast of all game law changes and competition rules. ▪ Ensure that players have an understanding and respect for the laws of the game. Facilitate the appropriate application of these laws through effective and regular communication with players, referees and match officials. ▪ Maintain sound, professional working relationships with referees and touch judges. ▪ Provide constructive feedback and views for referee match performance assessments as required, and otherwise ensure that appropriate established channels are utilised to provide feedback on referee performance. ▪ Ensure acceptance of referee decisions, and acknowledge constructive referee feedback received.
<i>Commercial/ Sponsors and Administration</i>	<ul style="list-style-type: none"> ▪ Facilitate and participate in promotional or commercial activities with sponsors as required by NZRU/NZRP from time to time. ▪ Develop and foster positive and accessible relationships with sponsors. ▪ Ensure the contribution that adidas makes to New Zealand rugby is recognised at every appropriate opportunity. ▪ Work with NZRU commercial and marketing teams to understand and ensure that commercial and broadcasting obligations relating to the Team are met. ▪ Recognise Sky TV's unique broadcasting position and partnership with the NZRU by working co-operatively at all times to ensure contractual commitments within the News Agreement are met. ▪ Attend such meetings, seminars and/or briefing sessions as may be arranged at which your attendance is required from time to time. ▪ Complete and submit an in depth Coach's campaign report to the NZRU within 4 weeks of the end of your Team campaign, covering all key aspects of the season, including; <ul style="list-style-type: none"> ○ Monitoring of progress against team programme plan; ○ appraisal of the selection process, Team Management, individual player appraisal; ○ identified strengths and weaknesses of the season campaign; with recommendations for the future. ▪ Meet NZRU reporting requirements as required from time to time.
<i>Scoreboard</i>	<ul style="list-style-type: none"> ▪ To achieve the best possible match results, taking into account the requirements outlined above.

REPORTING RELATIONSHIPS:

This job reports to:

- NZRU Professional Rugby Manager with regard to employment duties, employment relationship matters and promotional activity.
- NZRU High Performance Coach Development Manager with regard to coaching and development.

RELATIONSHIPS/INTERACTIONS:

Internal	External
<ul style="list-style-type: none">▪ Coach▪ Players▪ Team Manager▪ Team Support personnel▪ All Blacks Coaches and Selectors▪ Other NZRU National Team Coaches▪ Super 14 Franchise Coaches▪ Other coaches▪ NZRU personnel▪ Referees and other game officials▪ Provincial Union Coaches	<ul style="list-style-type: none">▪ Media

QUALIFICATIONS AND EXPERIENCE:

Qualifications and Experience	The Appointee must have coached in New Zealand for the immediately preceding three years prior to the date of the appointment.
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Manager's Signature
Date:

Job Holder's Signature
Date: