



JOB DESCRIPTION

Position Title	Manawatu Turbos Head Coach
Reports to	MRU CEO
Position Type	Service Agreement – Permanent
Location	Manawatu Rugby Union, Palmerston North
Date	December 2018

Manawatu Rugby Union Overview

The vision for the Manawatu Rugby Union is to 'Innovate, Inspire and Unite' in the game of rugby.

The MRU's purpose is to lead, grow and support rugby in Manawatu.

To achieve this purpose, the Union has seven key goals which covers representative teams achieving; the region's players, coaches and referees being recognised with selection to higher hours; high participation rates and sufficient number of referees, coaches and administrators; greater fan engagement and delivering successful events and competition to the Union being financially sound.

Purpose

To lead the Manawatu Turbos Mitre 10 Cup Programme and provide support to the community game in the Manawatu.

Key Tasks include but are not limited to

Leadership and Culture 25%

- Establish a clear team vision and effective team values, standards and protocols that align with the MRU's core values of integrity, respect, discipline, progression and empowerment
- Understands and models the MRU's core values and behaviours

- Effectively leads the team and team management, demonstrating effective interpersonal skills, including:
 - Is approachable and available to players and team management.
 - Listens well.
 - Demonstrates cultural awareness in interaction with players.
 - Is open to feedback and criticism.
 - Shares information and ideas with team members.
 - Resolves interpersonal differences in a constructive manner.
 - Demonstrates empathy, is attentive to and understands the views of others.
 - Recognises issues and problems early and resolves them effectively.
 - Works well with other members of team management both individually and as a group.
 - Sets high standards for self and others
- Handles pressure and stress appropriately
- To assume responsibility and accountability for the performance and behaviour of the team on and off the park

Management/Planning 20%

- Leads the campaign preparation and management, and a periodised coaching and training programme
- To lead and develop recruitment and retention in conjunction with the MRU recruitment group
- Ensure the team management under your control have clarity in their role
- Lead weekly planning meetings with High Performance staff and CEO
- Establishes a clear annual performance plan with transparent objectives for the Mitre 10 Cup season
- Ensure end of year reviews of all players and team management are done to a high standard and in line with any MRU requirements
- In conjunction with the CEO, prepare and present a Head Coach's Report for Board meetings in season, and as required
- Clear and accurate communicator

Coaching, Technical and Tactical Skills 20%

- Leads the design and implementation of coaching strategies around the core roles of rugby being Set Piece, Attack, Defence, and General play
- Analysing and assessing team and player performance levels and progress against plan/goals using a variety of methods including notation, statistical and video-based systems on a regular basis
- Ensuring players attain adequate fitness levels and are fit to play based on appropriate medical advice
- Provides technical and tactical coaching to individual players as well as team
- Remains up to date with modern game development, including law changes and their impact on the game

Public Relations 20%

- Strengthen bonds with key stakeholders, sponsors, supporters, clubs, and volunteers
- Enhances the image of rugby through being a positive role model in all aspects, by being punctual, well presented, well prepared, and constructive in approach
- Develop positive relationships with all media
- Attend MCRE meetings as required

Community Development 15%

- To support the Coach Development Manager, establish a Coach Development Programme in the Manawatu
- Provide support to the Club Development Manager and Secondary Schools Development Manager in the community game
- To be a presence in our community game providing guidance to community coaches and players as requested
- Support an integrated approach between MRU Community rugby and High-Performance rugby.

Health & Safety (for self)

- Takes personal responsibility for keeping self-free from harm
- Follows safe working procedures
- Reports incidents promptly
- Reports hazards promptly and suggests appropriate remedies
- Knows what to do in the event of an emergency

Key Relationships

This position reports to:	<ul style="list-style-type: none"> • MRU CEO
External Relationships <ul style="list-style-type: none"> • New Zealand Rugby Union • Hurricanes Super Club • Other PU Coaches and players • MRU stakeholders Community and Sponsors 	Key Internal Relationships <ul style="list-style-type: none"> • Turbos Assistant Coaches • Turbos Team Manager • Academy Manager • Coach Development Manager • Other MRU staff • Contracted players • Amateur Rep Coaches • The MRU Board

Person Specification

Experience

- 4 or more years' experience at Mitre 10 Cup level or higher, preferably as a Head Coach
- Completed World Rugby Level 3 Coaching Accreditation

Knowledge

- A good understanding of the structures of both High-Performance rugby and Community rugby