



JOB DESCRIPTION

Position Title	Head of Strength and Conditioning
Reports to	Turbos Head Coach
Position Type	Permanent
Location	Manawatu Rugby Union, Palmerston North
Date	September 2019

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

The purpose of this position is to lead the physical management and development of players who are part of Manawatu Rugby high performance teams and academies, so that they can reach their full potential as rugby players.

While the main focus is on the high-performance teams, the head of strength and conditioning will also be required to provide leadership support, in S&C, to amateur rep teams and community rugby where needed including communicating with club coaches on player loading for optimal performance and return to play protocols.

To provide support for Manawatu Rugby Union operations and be an active member of the High-Performance Rugby Team.

Key Tasks

Strength and Conditioning support for the Manawatu Turbos and Manawatu Academy

- Direct planning and delivery of a periodised integrated strength and conditioning plan of all professional players, high performance players, and academy players in consultation with the Turbos coaches and Player Development Manager
- Provide the S&C planning and attend all pre-season training camps as required
- Manage the fitness testing of identified players for the MRU at critical points throughout the season and manage remedial programmes in situations where progress has not been satisfactory
- Liaise with Medical Staff on rehabilitation programmes for injured players as required
- Attend all training sessions and Turbos matches, both home and away, providing strength and conditioning support
- Attend training sessions and all Rugby 7s tournaments and provide strength and conditioning support
- Keep detailed record of strength and conditioning data on all contracted players using a system designated by either the MRU or NZR and make that data available to the Turbos Coach and Academy Manager as and when needed

Other work:

- Provide strength and conditioning guidance and support for the Manawatu representative programme as required
- Discuss the needs of these teams with the Head Coach, CEO, and Academy Manager in determining additional support required
- Provide advice and guidance on suitable recovery techniques and hydration to coaches and players
- Support the Manawatu representative programme with basic nutritional information as needed
- Act as the Designated Supplement Manager (DSM) for the Manawatu Rugby Union adhering to all NZR and DFNZ practices and laws relating to distribution of supplements
- Assist with the construction and implementation of an equipment replacement plan for the RPC with the assistance of the CEO
- Provide guidance and support to the Assistant Strength and Conditioning Coach ensuring that all Turbos and Academy programmes are aligned

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
- Co-operates in implementing rehabilitation plan

Key Relationships

This position reports to:	<ul style="list-style-type: none">• Turbos Head Coach
External Relationships <ul style="list-style-type: none">• Manawatu Senior Clubs• Secondary Schools• New Zealand Rugby	Internal Relationships <ul style="list-style-type: none">• CEO• Academy Manager• Assistant Strength and Conditioning Coach• Other MRU staff

Person Specification

Key Qualities Essential

- Recognised degree in physical education, sports science and exercise or similar
- A minimum of 3 years' experience in a strength and conditioning position with Rugby (candidates without rugby experience may be considered based on experience)
- High level of knowledge around the physical demands associated with Rugby, including tactical and positional requirements
- Excellent coaching and programming skills around
 - injury prevention and return to play relative to different injury types;
 - the development of plyometric ability specific to Rugby including skill integration;
 - the development of Rugby specific conditioning;
 - general and specific strength and power;
 - the development of recovery and regeneration plans.
- General knowledge of the fundamentals of nutrition and its integration in the strength and conditioning programme
- Excellent ability to work within a multi-disciplinary team and share responsibility for player development and programme management
- Excellent people management and leadership skills
- Excellent communication and conflict resolution skills
- Technical skills in the use of diagnostic tools and equipment

Key Qualities Desirable

- Post-Graduate degree in physical education, exercise and sports science or similar
- Sports science experience around the collection and management of GPS data
- Sports science experience around player monitoring and workload management
- Degree in nutrition
- Recognised First Aid and CPR certification
- Excellent computer literacy skills

Competencies and Attributes

- A structured, organised and proactive “can do” approach
- Positive and enthusiastic
- Strong problem-solving skills
- A willingness to seek improvement at every opportunity
- Able to build successful working relationships at all levels of an organisation
- Able to work to and meet deadlines and able to reprioritise as necessary
- A willingness to take ownership and be held accountable