



JOB DESCRIPTION

Position Title	PLAYER DEVELOPMENT MANAGER
Reports to	CEO
Position Type	Permanent
Location	Manawatu Rugby Union, Palmerston North
Date	Aug 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

To develop and manage a high-performance player development programme in the Manawatu region for up and coming talented sportsmen and women who show potential and a desire to achieve to the highest level of Representative and National Rugby.

- Identification of talented young rugby players from Under 16 age level through to Mitre 10 Cup and Farah Palmer Cup.
- Identification of talented young athletes (other than those already involved in rugby) who can be encouraged to consider rugby as their chosen sport.
- Establish and develop a training environment for each age group through to Turbos and Cyclones selection.
- Provide for the holistic well-being of these athletes, helping them to achieve and be successful in rugby, employment and education.
- Management of the development programme to include sports psychology, mental toughness, nutrition, strength and conditioning, tactical and technical development.

- Work closely with the respective men's and women's Head Coach and their Assistants to determine the goals and aspirations of the High-Performance Team and in the identification of players.

Key Tasks

KEY SKILLS

- Experience in developing technical skills through effective programme design and delivery.
- Experience in formulating and managing a budget.
- A detailed strategic and technical knowledge of the game and a passion/commitment to it.
- Empathy and understanding of an individual's need regardless of background and ethnicity.
- Good relationship management skills – effectively building and maintaining effective long-term networks and relationships with key stakeholders, service providers and associated organisations and agencies.
- Excellent mentoring/coaching skills.
- Effective counselling skills – the ability to listen effectively and to provide direction and support. Know when it is appropriate to seek more qualified /expert assistance.
- Build and maintain effective working relationships with colleagues.
- Readily and willingly share information and support the work of others.
- Work collaboratively and co-operatively with others
- Work hard to resolve conflicts when they arrive and to maintain organisational harmony.

Objective 1 – Player Identification

- Work with Secondary School coaches, Rep coaches and MRU personnel to identify up and coming young rugby players at each of the following levels: U16, U19. Establish a database of identified players.
- Through Secondary School Sports Coordinators, become aware of students who have sporting promise to form a database of such students for monitoring. Take an

interest in these students, making approaches to encourage them to consider rugby as their preferred sport. Demonstrate what the sport has to offer.

- Establish a pool of talent scouts from around New Zealand that can provide regular feedback on young players outside the region that may aspire to come to Palmerston North to play their rugby. In particular, those considering a University to attend. Make contact with students and outline what is on offer. Keep in contact with them.
- Attend Hurricane Regional and New Zealand Secondary School tournaments and attend significant inter-school fixtures as part of the identification process.
- Maintain a database of potential players with their contact details and statistics.

Objective 2 – Player Development Structure

- Establish a viable High-Performance Structure that provides for skill and leadership development, and encouragement at various age group levels. This may take the form of a Junior Group (Under 16), Emerging Player Group (Under 19), Elite Group (Elite players who show promise in becoming a Turbo player).
- Develop programmes to cater for the needs of these age groups, utilising the strengths of Rep coaches, resource coaches, RDO's, Turbo players and others well conversant with the skills of rugby.
- Junior Academy and Pre-Academy programmes need to provide balance with school rugby and educational requirements.
- Emphasis is on enjoyment and meaningful skill development.
- Have a working relationship with the Hurricanes coaching panel to assist with player identification and recruitment.

Objective 3 – Programme

- Prepare and provide an enriched three-year development programme, following the guidelines and direction of the New Zealand Rugby Union player development curriculum.
- This programme is regular and year-round and is aimed at providing development in the following key areas:
 - Physical
 - Tactical
 - Technical
 - Nutritional
 - Mental

- Holistic development focusing on the sports athlete as an individual and catering for personal needs
- Ensure the attainment of relevant providers to source the key areas listed above
- Provide one-on-one feedback and goal setting with each player, using the IEP template.
- Monitor player progress and keep detailed records.
- Maintain the NZRU database on player development.
- Work closely with the head coach of the Turbos and Cyclones to ensure alignment between the high-performance department and Turbos and Cyclones' desirable outcomes

Objective 4 – Player Welfare

- Take a personal interest in each player ensuring regular contact with them and their families.
- Involve employers or educational tutors in discussions with each player to ensure he is keeping up, making progress and all needs are being met.
- Provide positive encouragement. Know when pressure points are likely to occur in their lives and ease back on training and commitments accordingly.
- Utilise the skills and experience of the Personal Development Manager to assist with player welfare and education.

Objective 5 – Rugby Performance Culture

- Aim for the very best for these emerging high-performance athletes creating an environment for hard work, encouragement and positive reinforcement, pushing of the boundaries and personal expectations.
- Ensure the physical conditions in which the programme operates is conducive to high performance and that each member treasures the opportunity to be part of this selected group.
- Ensure that these young men get exposure to other high performing athletes from other sports and develop relationships so that each identifies with a role model.
- Utilise athletes who have already achieved in their field of sport to spend time with academy members.
- Seek quality time for them to perform their training and development, ensuring adequate rest and recreation in their lives

Objective 6 – Supervision

- Take responsibility for the supervision of resource coaches and other personnel providing tuition to the player development group.
- Ensure feedback and open communication with medical personnel, providing advice and injury treatment for players. Establish protocols for this work appropriately, ensuring that the medical database is kept up to date for these players.
- Will provide programme assistance to all departments within the high-performance programme. This includes, but is not limited to, the women's high-performance manager, S&C staff, resource coaches, and providers of the key areas listed previously
- Is responsible for the review of all staff that are direct reports utilising an HR system as dictated by the MRU

Objective 7 – Marketing

- Undertake/contribute to marketing activities that raise the profile of the selected players as required.
- Attend Hurricanes and NZRU workshops and courses designed to develop high performance providers.
- Attend franchise planned camps

Objective 8 – Financial Development

- Responsible for developing and monitoring the player development and high-performance budgets in conjunction with other high-performance staff.
- Work with the financial controller to ensure budget expenditure is controlled and provide reports and information to the CEO on the progress and variances throughout the year.

AUTHORITIES/DIMENSIONS OF THE POSITION

Budgetary: Responsible for annual business plan and expenditure budget

Contractual: Signing of correspondence on behalf of the organisation.

Key Relationships

This position reports to:	CEO
External Relationships <ul style="list-style-type: none">• Provincial/Regional rugby clubs• Medical professionals and sport science providers• NZRU• Black Ferns Coaching Staff• Hurricanes Club• NZ Academy of Sport• Sport Manawatu• NZ Rugby Players Association• Universities & other Tertiary Institutions• Employers• Rugby Experts/past players• Regional Secondary Schools	Internal Relationships <ul style="list-style-type: none">• Players• CEO• Turbos and Cyclones Head Coach and his assistant• Women's High-Performance Manager• Board• Senior Management• Coaches and other management personnel