



Trust House Wairarapa Bush HEARTLAND TEAM HEAD COACH 2015

Job Description

Our Rugby Just Brilliant

The Heartland Coach has a rare but exciting opportunity to lead and create another part of our great and colourful rugby history as a leader who will inspire our players.

The Trust House Wairarapa Bush Heartland team is well known for having strong local support and operates on a national level throughout New Zealand.

The WBRU is a wide geographical area which is made up of 13 passionate and dedicated clubs, strong Referee Association and Supporter's club second to none.

The Heartland Coach will be given every opportunity to lead and inspire players and the team as whole in maintaining our high standards of achievement.

The Wairarapa Bush Rugby Football Union will require a coach who has the ability to move this team forward under the complexities and challenges but also enjoy the personal rewards of creating a winning culture.

JOB DESCRIPTION

Job Title: Wairarapa Bush Heartland Team Head Coach 2015 - Heartland Championship	Department/Unit: WBRU Heartland Rugby
Current Position Holder: Heartland Coach	Reports To: CEO
Period 1 st December 2014 to 31 st October 2015	Direct Reports: Assistant Coaches Team Manager Assistant Manager Fitness Trainer Team Doctor Team Physiotherapist

PURPOSE OF THE POSITION:

To select and coach a Heartland Championship squad in accordance with the guidelines adopted by the WBRU, which will compete in the NZRU Heartland competition for 2015.

To coach a team, on and off the field, to a standard of excellence, demonstrating a significant improvement over the season, enhancing the reputation of Wairarapa Bush Rugby and the Heartland team.

To manage the WBRU Heartland programme for elite Heartland players, and along with the WBRU support any future developments of the player development as agreed within the WBRU strategic plans.



KEY ACCOUNTABILITIES

1. Planning

1.1 Vision

Ensure the overall vision and mission of the team fits within the goals and values of the Union by co-operation and co-ordination with senior union personnel and key stakeholders. Ensure all team members and management clearly understand the vision and mission, and what this means for them both as a team member and individually.

To model the WBRU and team values at all times; ensuring there is a shared understanding and adoption of these by all team members.

1.2 Coach Philosophy/Team Profile/Game Plans

The Head Coach will provide the WBRU with a clear statement of:

- Coaching Philosophy
- Selection process and criteria
- Vision and goals for team (KPI's – Assessable Generic)
- Ideal Team Profile and Season Game Plan

The team profile and season game plan is to be updated following selection of the final squad to include patterns of play and individual player strength and weakness analysis.

Develop strategies to improve the players – in the broad areas of technical, tactical, physical and psychological development. Develop appropriate game plans, review and measure team performance against these with a goal of ensuring the team plays to its fullest potential. Fully utilise all available current and emerging technologies to analyze, understand and develop individual and team performance.

1.3 Selection

Prepare a comprehensive selection process and programme that meets the needs of the region and the players that are available. Develop a Pre and In Season Coaching and Development Calendar of events for the players and the team, with input as necessary from the WBRU.



1.4 Support Personnel / Relationships

Manage the professional input of your staff, to ensure the team is appropriately prepared to perform. The following staff will report to you on direct matters concerning the Heartland Championship campaign –

- Assistant Coach
- Manager/Assistant Manager
- Trainer
- Physiotherapist
- Doctor
- Video Analysis

Develop relationships/networks with the CEO and other WBRU coaches to contribute to the creation of a pool of knowledge for the benefit of Wairarapa Bush Rugby.

1.5 Talent Identification

Compile and operate a structural and comprehensive talent identification system wherever possible utilizing the skills and knowledge of key personnel associated with the WBRU.

1.6 High Performance Programme

To lead, develop, manage and facilitate the on and off field development of elite and sub elite players within the region.

2. Communication

2.1 Internal

Build strong working relationships with the team and team management, on both an individual and group level, using a range of communication styles and media tailored to the individual and the message.

2.2 Advocacy

Advocate on behalf of players, promoting their ability to move to higher roles as and where appropriate.

2.3 External

Build relationships within the Union, clearly communicating the goals, values and standards of the team and sharing best practice coaching experiences as appropriate.

Work with the media, contributing as agreed, and where appropriate. Work to further relationships with media representatives.



3. Reporting

3.1 As part of the union's senior management team you will be required to produce monthly interim/ progress reports to the CEO and presentations to the Board.

3.2 Off-season, pre-season, mid-season reports on progress against set KPI's will be required by the Head Coach. This process will include feedback from players, other WBRU coaching and management staff, union staff and other key stakeholders as required.

3.3 End of season report

Submit a meaningful and detailed Coach's report to the WBRU, on completion of the programme, within an agreed timeframe. The report should include:

- Monitoring of progress against pre-team programme plan
- End of programme appraisal of the selection process, team management, individual player appraisal and recommendations for the future
- Recruitment plan for future planning
- Monitoring of success against pre-season goals/KPI's

Submit a 6 month and 12 month update/ progress/ planning report on the WBRU Heartland Championship Programme – for the development of players and coaches within the Heartland realm.

3.4 Other formal meetings

As agreed Monthly meetings with the Rugby Sub-committee of the Board of Directors

4. Budgets

Work in conjunction with the CEO & WBRU Board to maintain the premier teams programme within an agreed budget.

Work in conjunction with the CEO to produce and maintain the WBRU Heartland Championship Programme budgets – for player and coach development.

5. Performance Review

The Premier team Coach's performance is subject to 6 monthly performance appraisal reviews undertaken by the CEO - against agreed KPI's



PERSON DESCRIPTION

<p>What personal skills you should be able to demonstrate</p>	<ul style="list-style-type: none"> • Coaching experience at a high level – Premier Club or Representative. • Superior inter-personal communication skills • Proficient in the use of analytical information for rugby • Empathy with the rugby family, including coaches, players and referees • Innovative thinker on rugby • Leadership/people management skills • Cross cultural understanding & communication skills • Honesty, integrity and empathy • Ability to build positive, mutually beneficial relationships • Ability to plan at both a strategic and operational level, analysing all possible outcomes and implementing a response • Desire to achieve a standard of excellence • Ability to be a part of a hard working team • Positive and enthusiastic attitude, with a healthy sense of humour • Media savvy and able to deal with pressure
<p>Desirable Skills</p>	<ul style="list-style-type: none"> • An understanding of athlete development programmes and/or Academy programmes • NZRU Advanced Coaching Certificate/Practicum

CONTACTS AND KEY RELATIONSHIPS

Internal

- CEO and WBRU Board
- WBRU Staff
- WBRU Rugby & Council of Clubs or any Sub-Committees
- WBRU Heartland Staff
- WBRU Heartland Support/Medical personnel
- Athletes
- Club Coaches
- Referees and other officials
- Other Union rep coaches

External

- Other NZRU Heartland Championship PU's
- NZRU Heartland Coaches and staff
- Sponsors
- NZRU Personnel
- Fans

Signed:

WBRU:

Name:

Name:

Date:

Date: