



POSITION: Strength & Conditioning Coach

REPORTS TO: Heartland Head Coach

PURPOSE OF THE POSITION:

This position is responsible for the development, management and delivery of the strength and conditioning programme of the Wairarapa Bush Rugby Union Heartland, involving specific responsibilities for the Heartland, the wider squad, other high performance programmes.

KEY ACCOUNTABILITIES:

	Expected Performance Outcomes
Strength and Conditioning	<ul style="list-style-type: none">• The WBRU Strength and Conditioning Coach will be specifically responsible for the strength and conditioning of all Heartland and wider squad players.• Any other trainers will report directly to the S/C Coach
Implementation	<ul style="list-style-type: none">• Plan and implement strength and conditioning sessions to ensure each player receives support and resource required to progress physically and achieve potential with regard to the following aspects of fitness: Aerobic capacity, anaerobic capacity, Speed and Agility, Flexibility, Strength, and Power. Consideration of player knowledge, training age, and injury status, will be taken into account
Evaluate	<ul style="list-style-type: none">• Continually assess the progress of Heartland and wider squad players and the overall success of the Union's strength and conditioning programme• Regular testing of players• Contribute to reports/reviews on players at the conclusion of Heartland campaign.

Medical and Nutritional	<ul style="list-style-type: none"> • Assist the WBRU Physio/Doctor when working with injured players to help with the development and implementation of their rehabilitation plans. • Provide necessary and appropriate conditioning sessions for players in regards to injuries and rehab. • Proactively promote, educate and monitor recovery strategies used post training and post-matches. • Promote and monitor appropriate individual nutrition plans to maximize player performance (in conjunction with a nutritionist as required).
Heartland Campaign Role	<ul style="list-style-type: none"> • Liaise with medical personnel regarding player health, injury status and rehab plan. • Communicate regularly with coaches regarding individual and team requirements. • Monitor player nutrition and hydration in conjunction with external nutritionist. • Liaise with management team regarding all team issues. • Travel with the Heartland team to games on coaches' request. • Manage supplementation supplies and distribution • Coordinate game warm downs/ warm ups where required.
Reporting & Record Keeping	<ul style="list-style-type: none"> • Ensure regular reporting of information in an effective and useful manner to coaches, and other staff as required • Produce other reports as and when required i.e. mid-season and end of season reviews
Community Rugby Support	<ul style="list-style-type: none"> • Support the Rugby Development Officer with the delivery of strength and conditioning services, programmes and advice.
Budgets	<ul style="list-style-type: none"> • Equipment and other purchases to be consulted on and approved by the CEO. Budgets relating to supplements, gym and other

KEY RELATIONSHIPS/INTERACTIONS

External	Internal
Nutritionist. Medical Specialist. WBRU Resource Coaches. Staff from other provincial unions in similar roles.	CEO Heartland Management team Players Physiotherapist WBRU Administration & RDO

PERSON PROFILE

Competencies/Attributes

Technical Skills, Knowledge and Experience	<ul style="list-style-type: none">• Experience in a team fitness and conditioning role.• Experience in designing and implementing team conditioning programs, including periodization awareness.• A comprehensive understanding of the game of rugby and the physical needs associated
People/Communication Skills	<ul style="list-style-type: none">• Strong inter-personal communication skills with players across different age groups and skill levels – particularly in instructing training skills and motivating performance• Affinity with players, recognizing their unique demographic characteristics• Empathy and understanding of an individual's needs regardless of background and ethnicity• Ability to earn and maintain the trust and respect of players
Teamwork	<ul style="list-style-type: none">• Empathy with the culture and values of the region• Builds and maintains effective working relationships with colleagues and external stakeholders• Readily and willingly shares information and supports the work of others• Works collaboratively and co-operatively with others
Other skill/qualities	<ul style="list-style-type: none">• Critical thinking ability and sound judgment• Displays high levels of pro-activity and initiative• High levels of personal and professional integrity and discretion• Given the nature of rugby, sport in general, and the demands of the Heartland Championship, the job holder must be available to work on weekends and before and after standard work hours, and to travel, as required.