



Position Description

HURRICANES HEAD OF PERFORMANCE (Science & Medicine)

POSITION PURPOSE:

This position is to:

1. Lead, manage and align the performance team to deliver an integrated performance model.
 2. Develop a competitive advantage by optimising player physical performance so the coaches can deliver the 'Hurricanes way' game plan.
 3. Identify, develop, and manage the implementation of a performance monitoring system.
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KEY RELATIONSHIPS, BUT NOT LIMITED TO:

Reports to: Hurricanes GM Rugby and Hurricanes Head Coach.

Direct reports: Lead S&C, Asst S&C, Nutritionist
Lead Physio, RTP Physio
Sport Physician

Internal Relationships: Hurricanes Coaching Staff
Hurricanes Management Staff

External Relationships: NZR High-Performance team
All Blacks Management
Provincial Union NPC staff

Term: TBC, dependent on suitable candidate.



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KEY TASKS	
People leadership, innovation, and professional development.	<ul style="list-style-type: none">• Collaborate with the GM Rugby to ensure the right people are recruited within the performance team.• Build a performance team that will optimise the individual and collective performance of the club's professional players.• Ensure all staff have growth plans in place and regular one-on-one meetings are conducted to ensure continued growth and coaching are happening.• Stay abreast of sports science developments including any relevant research to ensure the team lead in this area.<ul style="list-style-type: none">• Remain at the 'leading edge' of high performance for individual and team performance benefits.• Establish a collaborative relationship with tertiary institution and/or high-performance sports organisations.
Integrated performance model.	<ul style="list-style-type: none">• In consultation with the Head Coach lead an integrated performance programme that involves collaboration with all relevant reporting staff to prepare the players for the physical demands of Super Rugby.• This will include, but not limited to:<ul style="list-style-type: none">○ An understanding of the coach's philosophy and approach to the game, and the physical demands that deliver this.○ Ensuring each player has an Individual Performance Plan (IPP) in place.○ Working with the S&C's, Physiotherapists, Sports Physician, Nutrition and Wellbeing to ensure there is an integrated approach.• Assist team preparation when on tour and at home matches.• Provide information and recommendations to the coaching staff using available technology on player load.



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Strategic alignment and relationships.	<ul style="list-style-type: none"> • Ensure there is a strong working relationship with the Hurricanes region provincial union performance teams and support where required. • Provide guidance to the Hurricanes region Provincial Unions high-performance departments. <ul style="list-style-type: none"> • Ensure that implementation and delivery of training programmes are appropriate and consistent.
	<ul style="list-style-type: none"> • Monitor and review training programmes and results for identified Hurricanes Development Players and Provincial Union players of interest to the Hurricane coaches. • Regular visits to provincial unions to provide support where needed. • Development of effective communication strategies with all relevant stakeholders.
Annual planning and budgets.	<ul style="list-style-type: none"> • In alignment with the Head Coach, ensure the team is well planned regarding the off-season, pre-season and in-season training requirements. • Responsible for the agreed annual performance team budget with the GM Rugby.
Performance monitoring system.	<ul style="list-style-type: none"> • Collate relevant performance data, analyse, and produce relevant reports that enhance the performance of the player and team. • Reports and data are regularly updated as needed to the NZ Rugby High-Performance database. • Prepare the end of season report where required.
Team culture.	<ul style="list-style-type: none"> • Work effectively within the team living the swirl values of connection, humility, open and relentless.
Health and Safety.	<ul style="list-style-type: none"> • Adheres to all health and safety systems and emergency procedures that are in place. • Demonstrates a commitment to continuous health and safety improvement. • Promptly and accurately reports all hazards, accidents, and incidents.



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COMPETENCIES OF THE POSITION HOLDER:

Experience - Required

People/Leadership Skills

- Ability to lead people to help grow them to their potential.
- Empathy and understanding of an individual's need regardless of background and ethnicity.
- Good relationship management skills.
- Respected and regarded by reputation as credible, professional, and competent.
- Approachable in character.

Technical Skills, Knowledge, and Experience

- Proven experience in a high-performance leadership role (minimum 3-5 years).
- A tertiary qualification and knowledge in a High-Performance sporting environment.
- Experience in planning, managing, and prioritising multiple and competing tasks, projects and people to meet deadlines, and produce results.
- A detailed knowledge of the game of rugby (but not essential).
- Experience in assessing and managing performance as it relates to physical development.

Communication Skills

- Excellent verbal communication skills.
- Persuasiveness – ability to persuade and motivate players to improve levels of physical output.

Teambuilding and Teamwork

- Demonstrated and proven success in building a supportive team culture.
- Has effective working relationships with colleagues.
- Demonstrated ability to work effectively as a management team member.
- Readily and willingly shares information and supports the work of others.
- Works collaboratively and cooperatively with others.

Signed: _____ Date: _____