

## JOB DESCRIPTION

<b>JOB TITLE:</b> HEAD OF PERFORMANCE DEVELOPMENT	<b>DEPARTMENT/UNIT:</b> RUGBY
<b>CURRENT POSITION HOLDER:</b> N/A	<b>REPORTS TO:</b> CEO

### PURPOSE OF THE POSITION

<p><b>Work with key stakeholders to develop systems and structures create a world leading player development, retention, and recruitment programme in the Blues Region.</b></p>
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	<b>Accountability Statements</b>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>▪ Ensure that there is a shared understanding and adoption of the organisations vision, behaviours, standards and protocols by all Team and Team Management members and those involved in the High-Performance processes.</li> <li>▪ Model the BLUES RUGBY and HP behaviours, standards and protocols at all times.</li> <li>▪ Provide leadership of the department through effective interpersonal communication and the ability to address difficult problems and decisions appropriately.</li> <li>▪ Build and maintain strong working relationships with-in the organisation and with key stakeholder, both individually and as a group, using a range of communication styles and media tailored to the individual and the message.</li> <li>▪ Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.</li> <li>▪ A High-Performance Strategic Plan is developed to build sustainable performance programs within the region;</li> </ul>

<p><b>Oversee the recruitment, contracting and HR processes in consultation with Blues Rugby PU entities, of young elite talent.</b></p>	<ul style="list-style-type: none"> <li>▪ Design a collaborative agreed approach to player recruitment and contracting is co-designed and implemented while being considerate of PU autonomy around performance;</li> <li>▪ Develop systematic integrated pathways and alignment across the region to optimise athlete development and achieve repeatable /sustainable success.</li> <li>▪ Ensure talent identification/ recruitment networks are in place in identified territories.</li> <li>▪ Ensure education of Blues Rugby identification principles are in place for all development, talent identification/recruitment staff.</li> <li>▪ Ensure all transfer/registration and legal processes are systematic and in place for the smooth transition of players and staff. Ensure this is part of a systematic induction process.</li> <li>▪ Oversee the development, enhancement and application of all systems as this field evolves and grows.</li> <li>▪ Manage the manager of this area to develop world class recording and system structures.</li> <li>▪ Oversee and ensure the implementation of the strategic direction of this area of the company.</li> <li>▪ Oversee and question as required the contracting process for players and staff.</li> <li>▪ Systems that recognise various TID variables that effect good talent ID e.g. relative age effect.</li> <li>▪ Develop an effective attraction/retention tool that clearly outlines to players, coaches, their families and agents where they sit and the projected timeline for their development.</li> <li>▪ To develop effective tracking of players supports future selection/deselection processes and enables coaches/the programme to make informed decisions.</li> </ul>
<p><b>Motivate, innovate and support staff to pursue excellence in their fields</b></p>	<ul style="list-style-type: none"> <li>▪ Regular reviews with leaders of rugby departments of key stakeholder and internally – to be defined with the CEO as the structure is developed.</li> <li>▪ Assist staff in both domestic and international CPD opportunities.</li> <li>▪ Create and environment of self-responsibility with regard to personal and professional development.</li> <li>▪ Oversee the development of systems and structures that ensure the Blues Rugby pursue excellence.</li> <li>▪ Implement world leading processes and systems across rugby.</li> </ul>
<p><b>Strategic Planning &amp; Implementation</b></p>	<ul style="list-style-type: none"> <li>▪ Develop a short, medium and long-term strategic plan for HP rugby in our region in collaboration with key stakeholders.</li> <li>▪ Set short, medium and long -term priorities for the delivery of the long-term plan for each rugby division.</li> <li>▪ Assist and support personnel in delivering on the strategic plan.</li> <li>▪ Regular review and reporting on progress against the plan.</li> <li>▪ Review potential projects in the Blues Talent Development Review and undertake those relating to HP strategic plan in the region of the Blues.</li> </ul>
<p><b>Administrative duties</b></p>	<ul style="list-style-type: none"> <li>▪ Select and oversee the development squad with the various tiers individual needs as outlined in the MOU between PU's and Blues Rugby.</li> <li>▪ Ensure all HR system and processes are completed to a high level of satisfaction, obligation and detail.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Oversee the implementation and review of health and safety procedures.</li> <li>▪ Provide when required day to day support to staff on pastoral issues which may be affecting performance.</li> <li>▪ Attend relevant meetings with key stake holders ensuring the Blues Rugby position is delivered and always working in the best interests of the Blues.</li> <li>▪ Undertake activity over and above the norm to ensure Blues Rugby maintains its key advantages in strategic areas.</li> <li>▪ Maintain relationships with key stake holders.</li> <li>▪ Entertaining key stakeholder's as and when required.</li> <li>▪ Traveling to meet the above requirements as and when required.</li> <li>▪ Work in tandem with other Blues departments to ensure an integrated team approach is applied to achieve the company objectives.</li> <li>▪ Work as an active member of the senior mgmt. team.</li> <li>▪ Manage and oversee distribution of budgets and the effective spending of those budgets.</li> <li>▪ Investigate housing and rental opportunities for players to reduce the rental burden.</li> <li>▪ Enhance the induction and transition process's for players entering the Blues environments at all levels.</li> </ul>
<p><b><i>Enhance, foster and development world class development programmes</i></b></p>	<ul style="list-style-type: none"> <li>▪ Development and overseeing of a systematic approach aligned to strategic priorities, highest potential talent and support by effective mechanisms/process.</li> <li>▪ Development of a player centred systematic approach to both development, retention and recruitment.</li> <li>▪ Support and drive the delivery of autonomous performance environments supported by development environments that reflect some key principles agreed by the region e.g. leadership, personal responsibility.</li> <li>▪ Development of year-round consistency of support aligned to an agreed development framework and underpinned by individual development plans for key individuals.</li> <li>▪ Codesign and build a fully integrated player development model.</li> <li>▪ Development of specific coaching that is prioritised as the key enabler to future performance at development level.</li> <li>▪ Development of player development tracking systems. The frameworks used will define what 'good' looks like and will access the player against progressions.</li> <li>▪ Develop a network of coach expertise in the region to support effective player development.</li> <li>▪ Work on a programme to align regional coaches at a development level and agree required fundamentals for players.</li> <li>▪ Work with key stakeholders to continue and extend the philosophy of supporting holistic player development.</li> <li>▪ Examine ways to enhance the Blues educational offering.</li> <li>▪ Work with educational providers to become a world leader in player development.</li> </ul>

<p><b>Review current practice and develop those practices</b></p>	<ul style="list-style-type: none"> <li>▪ Monitor senior rugby method, identify areas of need followed by the application supporting development and enhancement of the programme as required to meet those needs.</li> <li>▪ Oversee the monitoring of age rugby method and application supporting development and enhancement of the programme as required.</li> <li>▪ Overseeing the development and effectiveness of all athlete support programmes e.g. career development programme.</li> <li>▪ Create relationships that enable an aligned developmental process for identified potential Blues Rugby players.</li> <li>▪ Work with PU's and Blues Rugby management to develop developmental systems and processes.</li> <li>▪ Work with Blues Rugby teams. PU Academies and other programmes to implement the best developmental strategies possible and align these development process across the development programme.</li> </ul>
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**RELATIONSHIPS/INTERACTIONS**

Internal	External
<ul style="list-style-type: none"> <li>• Coach</li> <li>• Players</li> <li>• Team Manager</li> <li>• Team Support personnel</li> <li>• PU and Blues age grade and district Coaches and Selectors</li> <li>• Other BLUES RUGBY Regional Team Coaches</li> <li>• BLUES RUGBY personnel</li> <li>• BLUES RUGBY staff</li> <li>• Senior Management</li> <li>• Office Team</li> <li>• Direct reports – TID Manager, Academy Manager (TBA)</li> </ul>	<ul style="list-style-type: none"> <li>• Media if requested</li> <li>• Facilities</li> <li>• Blues PU's</li> <li>• Schools</li> <li>• Clubs</li> <li>• Agents</li> <li>• Other Super Clubs</li> </ul>

## **QUALIFICATIONS AND EXPERIENCE**

- Created, developed and led a high-performance programme and culture within sport or similar setting
- Proven background in a professional sport environment as a coach and / or high performance professional
- Proven leadership experience and/or credibility in sport ideally Rugby Union
- Experience working with and leading teams within elite high-performance sports systems and pathway programmes
- Successfully managed internal and external stakeholder relationships that have been critical to the achievement of joint objectives and targets
- Experience developing and delivering both strategic and operational plans
- An understanding of the characteristics of effective high-performance athlete development pathways as well as proven experience implementing these