

## JOB DESCRIPTION

### GENERAL MANAGER RUGBY – BLUES RUGBY

#### PURPOSE OF THE POSITION

**To oversee the strategic implementation, growth, development, and day to day management of the Blues High Performance Rugby programme across the Blues Region.**

	<b>Accountability Statements</b>
<i>Aligning the recruitment, contracting and HR processes for the rugby department.</i>	<ul style="list-style-type: none"> <li>▪ Working alongside the HPDM oversee and align talent identification/ recruitment networks between Blues HP, Blues Team and Provincial Unions.</li> <li>▪ Chair recruitment /player contracting meetings.</li> <li>▪ Manage player contracting budget in consultation with CEO.</li> <li>▪ Lead the development of recruitment strategy and player selection characteristics – aligning this strategy across rugby departments.</li> <li>▪ Oversee all transfer/registration and legal processes are systematic and in place for the smooth transition of players and staff.</li> <li>▪ Have intimate understanding of players throughout NZ that can be utilised in the Blues system either as full squad members or replacement players.</li> <li>▪ Enhance and develop the recruitment /contracting systems and structures.</li> <li>▪ Oversee and manage the HPDM regarding recruitment systems and structures.</li> <li>▪ Directly manage talent identification of coaches and support staff.</li> <li>▪ Gain intimate knowledge of coaches in support staff in NZ and across the globe.</li> <li>▪ Ensure with the HPDM there are highly effective succession plans in place for coaches and support staff.</li> <li>▪ Manage the contracting of coaches and staff.</li> <li>▪ Be the interface with key stakeholders regarding the contracting of players, coaches, and support staff.</li> <li>▪ Support the HPDM in the development of a selected number of coaches Blues rugby identify as potential Blues coaches.</li> </ul>
<i>Motivate, innovate, and support staff to pursue excellence in their fields.</i>	<ul style="list-style-type: none"> <li>▪ Regular reviews with leaders of rugby departments.</li> <li>▪ Assist direct reports in both domestic and international CPD opportunities.</li> <li>▪ Create an environment of self-responsibility regarding personal and professional development from direct reports.</li> <li>▪ Oversee and align between HP department and Blues the development of systems and structures that ensure the Blues live Blues values and deliver on strategic imperatives.</li> <li>▪ Support staff in delivery of Blues Purpose and bringing the Blues Vision to life.</li> <li>▪ Support and develop programmes of Head Coach, Manager, High Performance Development Manager and PDM.</li> <li>▪ Have oversight of all staff's development and wellbeing in the rugby department through the respective manager.</li> <li>▪ Have direct responsibility for the development plans of Blues coaches and other Blues management members.</li> </ul>

<p><i>Strategic Planning and Implementation</i></p>	<ul style="list-style-type: none"> <li>▪ Align the whole Blues Rugby department with the Blues Purpose, Vision, strategic pillars, and values.</li> <li>▪ Specifically oversee delivery of the High-Performance Pillar of the Blues strategic plan and other areas in the strategic plan relating to the rugby department.</li> <li>▪ Set short-, medium- and long-term priorities for business goals pertaining to rugby.</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>▪ Drive and maintain standards of behaviour outlined in the Vision of the company.</li> <li>▪ Large emphasis on relationship building and supporting direct reports in innovating and driving change and progression.</li> </ul>
<p><i>Administrative duties.</i></p>	<ul style="list-style-type: none"> <li>▪ Report to Board and CEO on various matters as required.</li> <li>▪ Manage direct budget lines and oversee direct reports management of their respective budget lines.</li> <li>▪ Ensure all HR system and processes are completed to a high level of satisfaction, and in detail.</li> <li>▪ Deliver upon obligations of Blues Rugby with key stakeholders (including meeting attendance) e.g., NZR.</li> <li>▪ Oversee the implementation and review of health and safety procedures for the entire rugby division, reporting into the Health and Safety Committee.</li> <li>▪ Provide when required day to day support to staff on pastoral issues which may be affecting performance.</li> <li>▪ Undertake activity over and above the norm to ensure Blues rugby maintains its key advantages in strategic areas.</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> </ul>
<p><i>Pathway Integration</i></p>	<ul style="list-style-type: none"> <li>▪ Ensuring regular meetings are scheduled with key stakeholders in the pathway to ensure open and relevant communication with progression on key strategic areas.</li> <li>▪ Where there are blockages with stakeholders in progressing, strategic plans utilise key relationship skills to overcome these blockages to progress and support staff in doing the same.</li> <li>▪ Work alongside the HPDM to development and enhancement communication and reporting systems to ensure greater communication between the various stakeholders in the Blues rugby pathway e.g. Academies, NPC, Age Grade teams etc</li> <li>▪ Support the business in developing behaviours which ensure integration occurs between departments.</li> <li>▪ Monitoring compliance and accountability between departments.</li> <li>▪ Ensuring each department understands their obligations to one another to ensuring a successful Blues organisation.</li> <li>▪ Support the HPDM to implement world leading processes and systems across rugby to ensure greater interdepartmental collaboration and between PU's and Blues.</li> <li>▪ Galvanize rugby people involved with the Blues internally and externally to work as a team.</li> </ul>

<i>Review current practice and programme development.</i>	<ul style="list-style-type: none"> <li>▪ Monitor/review senior rugby method and application supporting development and enhancement of the programme as required.</li> <li>▪ Oversight of the review and monitoring of BAP programme rugby method and application supporting development and enhancement of the programme as required.</li> <li>▪ Oversight of the review the development and effectiveness of all athlete support programmes e.g., career development programme.</li> </ul>
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## RELATIONSHIPS/INTERACTIONS

<b>Internal</b>	<b>External</b>
Coaches Players Team Manager Team Support personnel Blues age grade and district Coaches and Selectors Other BLUES RUGBY Regional Team Coaches BLUES RUGBY personnel BLUES RUGBY staff Senior Mgmt. Direct reports – Head Coach, High Performance Development Manager, Head of Performance, Team Manager, PDM.	Media Club representatives University and educational institutions NZR coaches NRU Staff  Referees and other game officials Global Coaches PU Coaches Provincial Unions Facility Managers Other club staff from around Europe

<b>QUARTERLY KEY PERFORMANCE INDICATORS</b>	
<b>Participation in the Blues philosophy</b>	15
<b>Oversee recruitment, contracting &amp; HR processes for the rugby department</b>	15
<b>Motivate, innovate, and support staff to pursue excellence in their fields.</b>	10
<b>Strategic Planning and Implementation</b>	20
<b>Administrative duties.</b>	10
<b>Integration of the PU's, elite youth and senior divisions</b>	15
<b>Review current practice and develop them.</b>	15
<b>Total</b>	<b>100</b>