



JOB DESCRIPTION

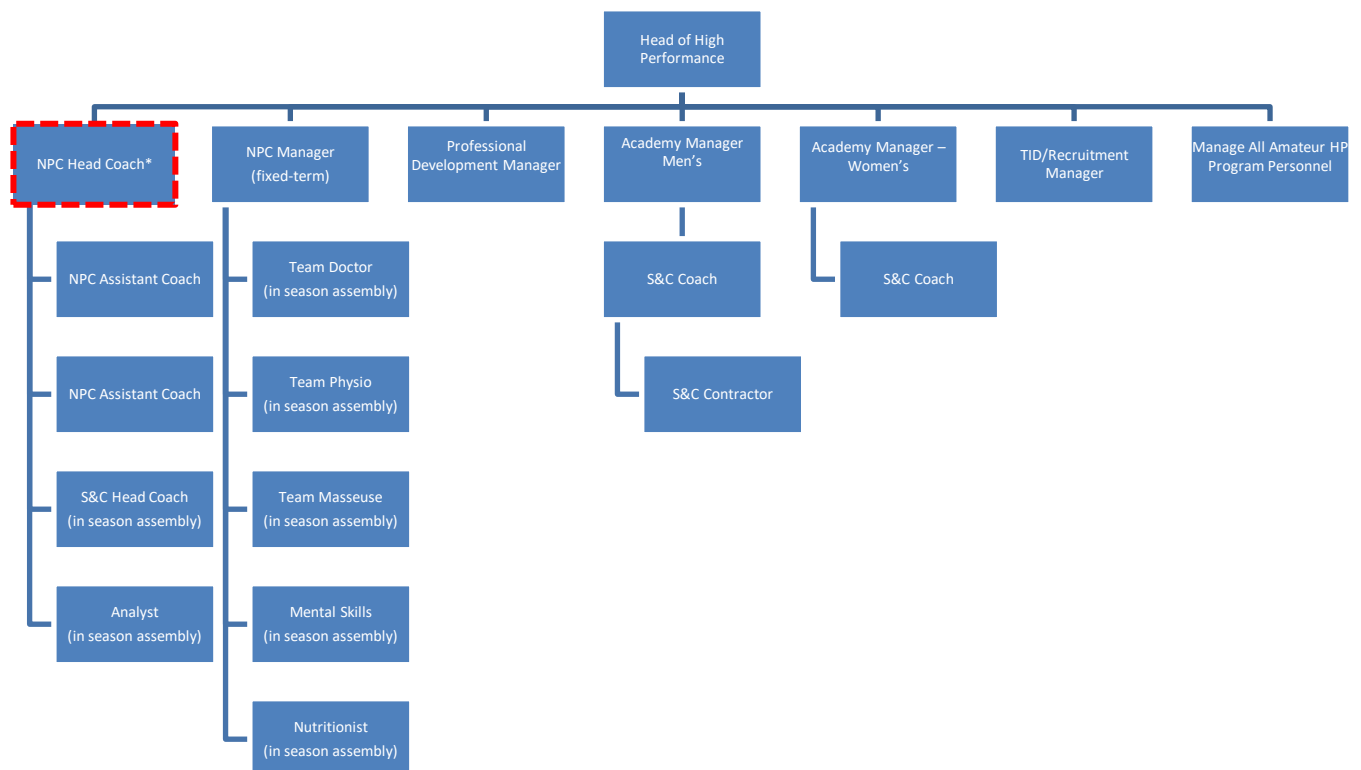
Head of High Performance

1. GENERAL DETAILS

Job Title	Head of High Performance
Functional Department	High Performance
Job Holder	Vacant
Reports to (Position)	CEO
Approved by	
Agreed by	
Date	May 2022

2. POSITION IN THE ORGANISATION

Organisation Chart



* Split Reporting line with the CEO

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Number of Subordinates:

# Subordinates	Direct	Indirect
11 + NPC Contractors	6	0

3. PURPOSE OF POSITION

Lead the strategy, structure, resources, people, and the achievement across all of Auckland Rugby's High-performance programs inclusive of the NPC and FPC.

Build and implement mid-long-term strategies which deliver sustainable winning teams/environments which provide pathways to high honour selection for players, coaches, and HP staff.

Contribute as a Leadership Team to Auckland Rugby building better and achieving across its four key focus areas

- Innovate to grow community rugby
- Win and be better supported in High-performance
- Grow the strongest rugby whanau
- Be here in another 100+ years (organisational sustainability)

4. KEY ACCOUNTABILITIES

	KEY RESULT AREA	KEY ACTIVITIES
1	Design and deliver High Performance Strategy	<ul style="list-style-type: none">• Develop the strategic framework to consistently deliver High-performing environments and winning teams, inclusive of NPC, FPC, U19's.• Develop the strategic framework for the High-Performance development pathway for athletes and coaches inclusive of the Men's and Women's Academy programs.• Develop and implement strategic framework for Auckland Rugby's "leadership development" program for players.• Responsible and accountable for delivering all agreed High-performance KPI's for Auckland Rugby.• Lead, plan and manage the operational and administrative activities associated with high performance programs, inclusive of all associated budgets.

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<p>2</p>	<p>Succession Planning and Talent Identification</p>	<ul style="list-style-type: none"> • Lead and manage the implementation of the strategic framework for Auckland Rugby Talent ID program, from age representative level through to NPC/FPC level. • Collaborate with the Blues, Northland, and North Harbour to attract and retain the best athletes and coaches within the Blues region. • Build and maintain effective relationships with Talent ID coaches and personnel. • Build and maintain effective relationships with Player agents. • Manage and update Auckland Rugby’s player depth charts and coach succession planning. Incorporating innovative technology to drive best practice. • Manage relevant budgets
<p>3</p>	<p>Player Contracting</p>	<ul style="list-style-type: none"> • Lead and manage strategic framework for player contracting, aligning with player pathways and player selection • Attract and retain the talent which will achieve Auckland Rugby’s NPC/FPC objectives • Collaborate with the Blues • Provide regular reporting and updates to the RAG committee and CEO • Manage relevant budgets including NPC salary cap

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<p>4</p>	<p>Player & Coach Development</p>	<ul style="list-style-type: none"> • Lead and manage the strategic framework for Auckland Rugby’s high-performance athlete and coach development pathway • Lead and manage the strategic framework for a leadership program to develop leadership skills for athletes and coaches within our high-performance programs • Manage the Professional Development Manager to ensure the programs and content deliver align and add value to the development of our athletes • Manage performance and progress reporting for players and coaches participating in the high-performance development programs • Ensure players and coaches conduct themselves professionally and in accordance with the values of the Auckland Rugby and protocols outlined in the NZR players collective agreement
<p>5</p>	<p>Collaboration with Key Partners</p>	<ul style="list-style-type: none"> • Work collaboratively with High Performance personnel within the BLUES franchise to recognise and develop talent, align programs, and ensure a smooth transition pathway between NPC and Super Rugby • Build relationships and collaborate with NZR high performance and national bodies. • Effectively and regularly communicate and collaborate with club rugby coaches and administrators including the COD • Optimise relationships with player agents

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6	People Leadership	<ul style="list-style-type: none"> • Coach, motivate and inspire team to optimise performance including setting clear expectations and measurements. • Create an enthusiastic and successful working environment focusing on thinking outside the box and challenging business norms. • Implement management processes and structure to support and drive accountability to team members enabling KPI's to be achieved. • Establish and maintain strong relationships across all levels of the business. • Support the development and delivery of other key Auckland Rugby priorities. • Ensure health and safety protocols are followed in accordance with Auckland Rugby policy
7	Strategic Alignment	<ul style="list-style-type: none"> • Collaborate and contribute to the Auckland Rugby Way • Actively engage in other duties, projects and opportunities assigned within the role

5. DIMENSIONS

<p>Managing NPC Salary Cap High Performance programs currently support over 100 players High Performance Facilities</p>

7. CHALLENGES OF THE JOB

<p>Convert the NZ's biggest rugby participation base (players, coaches) to the NZ's best achieving teams, players, coaches in NZ. Lead, guide, and influence peers to deliver performance results which meet all Auckland Rugby's scorecard objectives.</p>
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8. KEY RELATIONSHIPS

<p>Internal</p>	<p>CEO Leadership Team members Board & RAG Sub-Committees High Performance Staff Engagement with Auckland Rugby Staff</p>
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External	<p>Community Stakeholders including COD, Club Coaches & Schools</p> <p>Blues HP staff</p> <p>NZR HP staff</p> <p>PU HP staff particularly Northland and North Harbour</p> <p>NZRPA</p> <p>Player Agents</p> <p>Contractor and Suppliers</p> <p>Facilities providers personnel</p>
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9. REQUIREMENTS

Level of Education	Tertiary degree
Field of Education	Sports Management, Business Administration, Sports Science, Education, High Performance
Years of Experience	10+ years
Language Requirements	English
Specific Knowledge/Skills	<p>Understanding and appreciation of Auckland Rugby, Blues, NZR rugby landscape</p> <p>Experience in player development – 6 pillars</p> <p>Strategic Planning</p> <p>Leadership</p> <p>Interpersonal / Influencing</p>
Functional Competencies	<p>Managerial Leadership</p> <p>Professional</p> <p>Strategic planning</p> <p>Motivates & influences others</p> <p>Drives meaningful change</p> <p>Collaborates</p>
Core Values	<p>Strive to Advance</p> <p>Hard Mahi</p> <p>Work as a team</p> <p>Lead by Example</p>

***Note:** This job description provides an indicative outline of the purpose and accountabilities of the position. Specific performance requirements and expectations will be agreed in an annual performance agreement. In addition to your job description, you will / may be required from time to time to perform any other duties (this includes special projects) which are reasonably incidental to your position, as directed by your direct manager. Job descriptions may be amended from time to time in consultation with you, if deemed necessary aligned to operational requirements.