

## Job Description: Women's High-Performance Development Front Row Coach

<b>Position</b>	WHP Development Front Row Coach
<b>Business Unit</b>	Women's High Performance
<b>Reports to</b>	WHP Player Development Manager
<b>Position Type</b>	Independent Contract
<b>Location</b>	Flexible
<b>Date</b>	March to December 2025

### Position Overview

New Zealand Rugby (NZR) seeks a highly skilled High-Performance Development Front Row Coach to develop and mentor emerging Women's rugby talent with a focus on front-row play. This role will work with an identified group of High-Performance Development players, ensuring these individuals are well-prepared to progress to the national team (the Black Ferns) within 3–5 years.

### This position reports to:

- The **NZR Women's High-Performance Player Development Manager** and works closely with **Black Ferns coaching staff, NZR HP Development staff, and Regional High-Performance hub staff.**

### Key Responsibilities

#### Scrummaging and Set-Piece Development:

- Coach players on **scrummaging mechanics, engagement techniques, and body position** to enhance power, stability, and effectiveness.
- Develop **set-piece (scrum) strategies** aligned with the Women's Development strategies.
- Teach **scrum cohesion and unit work**, ensuring synergy between props and hookers.

### **Individualized Development Plans:**

- Create tailored front-row development plans for identified players, aligned with individual players' requirements, positional requirements and long-term goals.
- Ensure **all individual player development plans** are documented in NZR's athlete management system (**Smartabase**) and updated regularly.

### **Collaboration with Regional Coaches:**

- Work with **regional high-performance coaches and provincial union staff** to ensure front-row development is integrated into team strategies.
- Provide mentorship and resources to **upskill regional and provincial coaches** in scrummaging and front-row coaching methodologies.

### **Identification and Talent Tracking:**

- Support **NZR talent identification staff** in scouting and tracking future Black Ferns front-row prospects.
- Monitor player progress and provide structured feedback to **players, coaches, and high-performance stakeholders**.

### **Workshops and Education:**

- Deliver **scrum-specific workshops and clinics** to enhance front-row skills across the women's development pathway.
- Contribute to the education of **players and coaches** in front-row techniques, injury prevention, and strength development.

### **Key Qualifications and Experience**

- Demonstrated success in **coaching front-row players** at a high-performance or elite level.
- It would be an advantage to have had expertise in **scrummaging and front-row play**, including technical and tactical understanding.
- Strong ability to simplify complex technical aspects and **communicate effectively** with players and coaches.

- Experience working within **structured performance pathways** or player development systems.
- Familiarity with **athlete monitoring and management systems**, preferably **Smartabase**.
- **Collaborative mindset** with a track record of working effectively across teams and regions.

### **Key Attributes**

- **Passionate about player development** and advancing women's rugby.
- Innovative and adaptable approach to coaching.
- Strong interpersonal skills with the ability to **connect, motivate, and inspire players**.
- Attention to detail in **creating and maintaining player development plans**.

### **Location and Travel**

- **Flexible working location within New Zealand**.
- Travel required to attend **regional Black Ferns hub sessions, provincial unions, competitions, and workshops**.