

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

<b>Position</b>	WHP Development Kicking 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 Kicking Coach** to develop and mentor emerging Women's rugby talent with a focus on kicking proficiency. This role would work with an identified group of High Performance Development players, ensuring these individuals are well-prepared to progress to the national team (The Black Fern's) within 3–5 years.

### This position reports to:

- The 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:

#### Kicking Skill Development

- Coach players on the mechanics of effective and consistent kicking, including tactical kicks, general play and goal-kicking.
- Simplify complex techniques into easily understood concepts for diverse learning styles.

### Individualized Development Plans

- Create tailored kicking development plans for all identified players, aligned with their positional requirements and long-term goals.
- Ensure all individual player kicking plans are documented in NZR's athlete management system (Smartabase), and updated on a regular basis.

### **Collaboration with Regional Coaches**

- Partner with coaches in hubs & provincial unions to integrate kicking development into broader team strategies.
- Provide mentorship and resources to hub and provincial union staff to upskill coaches in kicking coaching methodologies.

### **Identification and Talent Tracking**

- Work with NZR talent identification staff and programmes to support the selection and monitoring of potential future Black Ferns.
- Assess progress and provide feedback to players and stakeholders on readiness for high performance levels.

### **Workshops and Education**

- Host kicking workshops and clinics to upskill players and coaches within the development pathway.
- Contribute to the education of coaches in kicking-specific drills and techniques.

### **Key Qualifications and Experience**

- Proven expertise in rugby kicking, including detailed knowledge of kicking mechanics and tactical application. The suitable applicant would ideally have knowledge of the biomechanics of kicking and have the ability to integrate this into their coaching process.
- Demonstrated success in coaching kicking skills at a high-performance or elite level.
- Strong ability to simplify complex techniques 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**

- A passion for player development and women's rugby.
- Innovative and adaptable approach to coaching.
- Strong interpersonal skills and ability to connect, motivate and inspire players.
- Attention to detail in creating and maintaining development plans.

### **Location and Travel**

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