

POSITION DESCRIPTION	
Job Title: Canterbury A Head Coach	Name: (Vacant)
Reports to: General Manager High Performance	Location: Rugby Park, Christchurch
Liaises with: <u>Internal</u> • Assistant Coach(es) • Players • Team Manager • Team Support personnel • CEO • CRFU Board • General Manager High Performance • Crusaders Academy Manager and staff • CRFU Partnerships & Engagement staff • Crusaders and CRFU Personal Development Managers • CRFU Game Development Team • All other CRFU and Crusaders personnel • Other coaches	<u>External</u> • Media • Referees and other game officials • NZRU • Other Provincial Union Coaches • Canterbury-wide rugby coaches • Sponsors • Player Agents
Purpose of the position: • To select a Canterbury A squad for the Canterbury Rugby Football Union, in accordance with the guidelines adopted by the CRFU from time to time, to compete in the Bunnings Warehouse National Provincial Competition (NPC) and all warm-up games. • To Lead the team, on and off the field, to a standard of excellence, demonstrating a significant improvement over the season, enhancing the reputation of rugby, the Bunnings Warehouse NPC competition, and the team. • To assist and support the development of coaches and playing programs which enhance the game and continue to ensure the game is aspirational for all at a representative level.	

Canterbury A	
Accountabilities	Outcomes
Develop a campaign plan before the commencement of the competition. Including but not limited to a selection policy, fitness and coaching calendar of events for the period prior to and including the period of the Bunnings Warehouse NPC competition.	• A comprehensive working plan that guides all decisions concerning the selection and management of the squad.
In conjunction with the GM High Performance appoint support staff ensuring role clarity and setting clear expectations of them as part of the Canterbury A Coaching and Management team.	• A dedicated and happy support group working to clearly defined roles and contributing to the team's ability to achieve its goals.

To coach the Canterbury A team so that the team plays to its potential, is well organised and disciplined on and off the field.	• A Canterbury A team playing attractive and entertaining rugby and finishing in the top two of that competition.
Select a Canterbury A squad within the budget allocated by the CRFU Board.	• Squad confirmed by an agreed date.
Facilitate a media policy and practice that ensures the reputation of the team and the CRFU is enhanced.	• All media activity confined to positive comments about the team, individuals, CRFU etc.
Communicate with a wide group of players and coaches so that they know the style of game and type of player required.	• Provide individual players with advice, training and skill development programmes to advance their game. • Contribute to a positive team culture with open and regular communication within the team and particularly with players • Frequent communication with club and other representative coaches.
Support for the Crusaders Limited Partnership and their campaigns.	• The order of precedence of teams for CRFU selection is: ○ Canterbury NPC ○ Canterbury U20 ○ Canterbury B • Provide coaching and any other support as may reasonably be requested and/or offered during the course of the Crusaders' campaign in consultation with GM High Performance.
Submit a written report to the GM High Performance one month after the completion of the team's competition against guidelines and key performance indicators.	• Report submitted within four weeks of the teams last game.
Maintain connection with Canterbury Rugby CEO	• Monthly meeting to review integration and connection with wider CRFU business and community

Other Duties

Talent ID	
Accountabilities	Outcomes
Identify talent by observing games and liaising with other club, school and representative coaches and coach educators	• A Canterbury A squad based on the best playing talent available from Metropolitan Christchurch and Canterbury Country. • The identification of back up players that will come into the squad to replace injured players or players that are selected for higher honours. • Regular organised and planned involvement in CRFU Open Grade, U20, U18 and U16 depth chart meetings and selection discussions. • Assist the GM High Performance and other appropriate CRFU and Crusaders personnel to identify gaps in playing strength and develop a list of potential players that could be recruited to fill those gaps.
Coach Development	
Accountabilities	Outcomes
Pro-active and regular communication with Community Rugby and Game Development Team.	• A continual upskilling and support for the development of all coaches in the province.
Support and Assistance with the development, and growth of representative coaches for CRFU open grade rep teams, specifically: ○ Canterbury Women ○ Canterbury U20 ○ Canterbury B ○ Canterbury Māori	• A Canterbury-wide aligned approach to systems and the development of representative coaches. • Support, assistance and involvement in CRFU Coach Development lead initiatives E.G. Technical, Tactical Gameplan Development Workshops, “learning circles”, Game trend information sharing
Other Coaching Duties	
Accountabilities	Outcomes
As agreed, in conjunction with GM Professional Rugby, be available to provide coaching assistance to: ○ Crusaders Academy and Crusaders Development ○ CRFU Division 1 Clubs	• Well planned and delivered session and programs that enhance the reputation of the CRFU and their coaching capabilities
Qualifications and Experience	
You will have had involvement with the game at senior levels and ideally have coached in the NPC, Super Rugby, or an International Team within the previous 12 months.	

