



## POSITION DESCRIPTION

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**TITLE:** Highlanders Head of Performance

**REPORTS TO:** Highlanders Head of Rugby

**POSITION TYPE:** Fixed Term - Fulltime

**LOCATION:** Dunedin, NZ

**DATE:** September 2023

### Overview

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The Highlanders draw inspiration from their community and aspire to represent the Southern regions of Otago, North Otago and Southland with pride and passion.

As an organisation we strive to produce a team capable of winning Super Rugby Pacific. Employing an integrated high performance system we look to attract and develop the best talent available from within our region and throughout New Zealand.

### Purpose

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The Highlanders Head of Performance will be responsible for leading the performance staff to deliver an integrated performance model that allows our team to deliver high-performance outcomes on a sustainable basis.





## Key Tasks

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### Performance Team Leadership

- Overall responsibility for the vision and strategic direction of the Performance team that supports and physically develops players for the Highlanders.
- In consultation with the Head of Rugby and Head Coach lead an integrated performance programme to prepare the players for the physical demands of Super Rugby.
- As part of this ensure each player has an Individual Performance Plan (IPP) in place.
- Leads the Performance Team in the delivery of the agreed priorities.
- Leads the process that provides insights and recommendations to the coaching staff using available technology on player load, wellness and other performance measures.
- Co-ordinates and contributes to the operational plans and budgets in conjunction with direct reports.

### Strategic Working Relationships

- Establish and maintain effective working relationships with staff (includes Players, Coaches, and Support staff), external parties and other business networks as required. Including but not limited to; University of Otago and Te Pūkenga (Otago Polytechnic).
- Maintain a high level of awareness of world leading high performance practices within other sporting codes through the establishment of relationships, and international benchmarking,
- Foster and develop sound relationships with the NZ Rugby High Performance Team, National teams, other Super Rugby Clubs, Provincial Unions, High Performance Sport NZ and other key stakeholders.

### Sporting Excellence

- Identify the critical elements of success through research of world leading performance trends.
- Evaluate through benchmarking the success of the team's performance programme to ensure world leading practices are maintained.
- Ensures all performance staff are aware of the role they play in ensuring the Highlanders programmes have an integrated performance model.





## **Athletic Development**

- Develop and maintain an infrastructure of skilled support people who work with players at each stage of their physical development and performance.
- Evaluate delivery outcomes through the results/improvement in athlete performance. Research & Development
- Ensure that applied sport sciences are integrated into the planning of the Highlanders performance programme.
- Maintain a high level of awareness of the latest technology aimed at improving performance.
- Ensure the coaches are aware of the latest research which has performance impact potential.
- Evaluate the latest technology and make accessible to coaches and staff.

## **Staff Performance and Development**

- Provide support and direction for Performance Staff to enable them to achieve success in their role and agreed outcomes.
- Be involved with the recruitment and contracting of Performance Staff
- Ensure each of the performance team have a development plan that is tailored to their individual needs and is reviewed regularly.
- Ensure training and development initiatives are introduced which are relevant in improving performance and efficiency.
- Oversees the planning, execution and supervision of projects undertaken by the team.
- Undertake any other duties as directed to meet team or organisational objectives.

## **Health & Safety**

- Ensures staff are informed of Health and Safety requirements in the workplace, and are adequately trained to carry out their work safely
- Ensures the prompt and accurate reporting, recording and investigation of all workplace incidents and injuries
- Ensures all hazards are promptly assessed for their significance, and managed
- Takes personal responsibility for keeping self, free from harm
- Follows safe working procedures
- Reports incidents promptly
- Reports hazards promptly and suggests appropriate remedies
- Knows what to do in the event of an emergency
- Co-operates in implementing rehabilitation plan





## Key Relationships

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This position reports to:

- Highlanders Head of Rugby
- Highlanders Head Coach

This positions direct reports are:

- Highlanders S&C Coaches
- Highlanders Physiotherapist
- Highlanders Team Doctor
- Highlanders Nutritionist
- Highlanders Data Personnel

External Relationships

- NZR HP Staff
- Provincial Unions HP Staff
- High Performance Sport NZ Personnel
- University of Otago
- Te Pūkenga (Otago Polytechnic)

Internal Relationships

- All Highlanders High Performance Personnel
- Players
- Highlanders Business Team and Administration Personnel





## Person Specification – Experience

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### People/Leadership Skills

- Proven leadership experience.
- Successfully managed internal and external relationships.
- Respected and regarded by reputation as credible, professional, and competent.
- Experience in planning, managing, and prioritising multiple and competing tasks, projects and people to meet deadlines and produce results.

### Technical Skills, Knowledge, and Experience

- Extensive experience working with and leading teams within a high-performance sports environment.
- Previous knowledge of and exposure to world leading high performance sports systems.
- An understanding of the characteristics of effective high-performance athlete development pathways with proven experience implementing these.
- An understanding of the factors required to deliver results internationally in sport.
- A tertiary qualification and knowledge in a High-Performance sporting environment.
- A detailed knowledge of the game of rugby or another collision sport (preferred).



## Competencies



Behaviour	Everyone	People Leaders
<b>Be Welcoming</b>	<ul style="list-style-type: none"> <li>Respects and values others' styles, opinions, backgrounds and beliefs</li> <li>Understands the motivations and situation of others</li> <li>Promotes an inclusive culture welcoming all ages, genders, ethnicities, sexualities, religions or physical abilities</li> </ul>	<ul style="list-style-type: none"> <li>Stays connected to the team</li> <li>Cultivates a team culture by advocating collaboration across teams</li> <li>Actively seeks others' involvement</li> </ul>
<b>Be Our Best</b>	<ul style="list-style-type: none"> <li>Seeks and acts upon feedback to improve performance</li> <li>Recognises &amp; develops own strengths and work- ons</li> <li>Shares knowledge and skills</li> <li>Respects and values the contribution of others</li> <li>Identifies areas where a difference can be made and adds value</li> <li>Works to gain trust and respect with all stakeholders</li> <li>Responds positively to change</li> <li>Is forward-thinking, always looking striving to improve and be the best</li> <li>Consistently delivers on time</li> <li>Puts their hand up when help is required or when it's required by others</li> <li>Sees opportunities rather than barriers</li> </ul>	<ul style="list-style-type: none"> <li>Ensures the right people are in the right job at the right time</li> <li>Provides the tools needed for success</li> <li>Invests in growing our people and supporting their holistic development</li> <li>Sets attainable challenges &amp; recognises and reinforces development efforts</li> <li>Shares information and provides effective coaching</li> <li>Takes the time to understand individual's strengths and where/how they can add value</li> <li>Looks long-term, to generate and encourage new ideas</li> <li>Ensures the wider team understand how what they do fits with Highlanders wider vision and key strategic challenges</li> <li>Prioritises the wider team's goals and intentions accordingly</li> </ul>





	<ul style="list-style-type: none"> <li>• Speaks up and challenges where there are issues, risk or inefficiencies</li> </ul>	
<b>Be Passionate</b>	<ul style="list-style-type: none"> <li>• Demonstrates a can do attitude, always open to opportunities</li> <li>• Pursues everything with energy and drive</li> <li>• Strives to achieve stretch goals</li> <li>• Is a team player, connects with people</li> </ul>	<ul style="list-style-type: none"> <li>• Creates a highly engaged environment and culture</li> <li>• Encourages research and learning in relevant areas of rugby, sports and other business to understand future trends</li> </ul>
<b>Play Fair</b>	<ul style="list-style-type: none"> <li>• Is honest and constructive in discussions</li> <li>• Is open, supportive and considerate</li> <li>• Actively listens, considers and takes on board other views</li> <li>• Behaves with integrity and is responsible for own behaviour</li> <li>• Looks after others and steps in if something is not right</li> <li>• Fronts when something goes wrong, owns the action and the consequence</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures people know what is expected</li> <li>• Trusts others to make good and timely decisions</li> <li>• Clearly and consistently communicates with all team members</li> </ul>

