

PURPOSE OF THE ROLE:	To lead the strategy and operations of the North Harbour Performance Program
TYPE	Full time-fixed term
TERM	12 months
BENEFITS	Use of a company vehicle & other staff benefits
Head of Performance	
Lead the Harbour Way (Leadership & Personal Qualities 10%)	<ul style="list-style-type: none"> • Be A TEAM “Be proud of who we represent and put the team first” • Be CONNECTED “Connect together and with our Community” • Be ABOUT PEOPLE “Value our people and help others reach their goal” • Be THE EXAMPLE “Lead with Integrity and do what we say we are going to do” • Builds and maintains strong personal and professional working relationships • Trustworthy, Ethical; Respected; high levels of Personal Integrity. • People focus & Self awareness • Sets high standards for self and others • Clear and accurate communicator
Strategic (20%)	<ul style="list-style-type: none"> • Leads the overall strategy of the North Harbour Performance Program • Leads the integration and alignment of the Blues Regional High-Performance Program once established • Leads the development of the Women’s Performance Programs
Management (30%)	<ul style="list-style-type: none"> • Management of North Harbour Performance staff • Player contracting- Performance Hub Players • Oversee the campaign preparation & management- M10 Cup • Oversee the campaign preparation & management- Farah Palmer Cup • Oversee the campaign preparation & management- Academy-Harbour Blues (includes U19) • Oversee all Health and Safety requirements for the Performance Program (including all player requirements) • Strong administration and organisation skills • Leads regular performance and development reviews for the above campaigns
Women’s Rugby (10%)	<ul style="list-style-type: none"> • Create development pathways that support the growth (both personal and professional) of identified women players • Coordinate and align other performance-based staff around the development pathways to maximise the growth and development of identified individuals and groups.
M10 Coach (30%)	<ul style="list-style-type: none"> • Support coaching strategies & methodologies for the Mitre 10 Cup in some of the following areas- set piece, attack, defence, open play • Support the development of appropriate game plans, review and measure individual and team performance against these plans. • Support technical and tactical coaching of individual players and mini units within the Team as appropriate. • Fully utilise all available technologies (i.e., Analysts, GPS, etc) to analyse, understand and develop individual and team performance • Leads the Skills portfolio for the Harbour Rugby- Core Skills- Kick, Catch, Pass, Decision Making