



## POSITION DESCRIPTION



<b>Position Title</b>	<b>Hurricanes Talent Spotter</b>
<b>Reports to</b>	Hurricanes Recruitment & Development Manager and PU Academy Manager.
<b>Position Type</b>	Fixed term – 8 months (Volunteer role, with a small contribution for services)
<b>Location</b>	Horowhenua Kapiti
<b>Date</b>	February 2022

### New Zealand Rugby Overview

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The vision for New Zealand Rugby is to Inspire and Unify. We do this by living the values of The Rugby Way, Te Ara Ranga Tira, which guides our game from Small Blacks to national teams.

The four pillars (Pou) of The Rugby Way are: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihihi) & Play Fair (Te Pou Tika).

We strive for rugby teams in black that are unrivalled, that starts with a high performance system that identifies the right talent coaches want to select.

To deliver on this the Hurricanes and Provincial Unions within our area, are looking to develop an aligned and united selection network that identifies exciting talent for region.

### Purpose

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NZR and the Hurricanes prides itself on identifying talent from the first available opportunity at secondary school level. This role will ensure that all the potential talent from the provincial unions secondary school playing competitions are identified, assessed and databased according to the franchise reporting systems.

### Key Tasks

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#### Identification management

- Identify positional talent and log viewing notes on preferred method of documentation as outlined by provincial union or super rugby club.
- View all allocated matches on your watching program schedule, defined by the Hurricanes Franchise convenor.
- Create and store an aligned, comprehensive regional watching program with the provincial union of residence.



## Relationship Management

- Successfully manage a relationship with schools in your selection vicinity, especially their rugby coaching staff and relevant school teachers, Deans, Principals etc.
- Effectively work with Hurricanes rugby and provincial staff to achieve regional TID goals and outcomes.

## Reporting and Services

- Attend by zoom or face to face, weekly selection meetings and discussions in your province.
- Attend monthly regional selection network meeting for Super Rugby Club by zoom.
- If needed, attend NZR selection meetings by zoom as necessary.
- Attend provincial and super rugby club U18 camps in order to assist NZR assessment methods and report back using NZR online assessment procedures.
- Have access to an up to date computer and high speed internet.

## Other

- Undertake some other tasks as required to meet team or organisational objectives.
- Be prepared to attend workshops online for video, talent potential attributes and assessment professional development.

## Health & Safety (for self)

- 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.
- Knows what process options are available and contributes to a harm-free workplace culture.



## Person Specification

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### Experience

- Highly organised and experience with a preference for Sport Development.
- Relevant Club Development experience (preferably in rugby).

### Knowledge

- Knowledge of and a passion for rugby.
- Excellent understanding of athlete stages of development and talent vs ability, age and stage understanding.
- A relevant tertiary qualification in sport or job experience in talent identification.

### Skills

- High level of energy and commitment to getting the job done.
- Excellent people skills, able to adopt a variety of approaches to interact and influence.
- Excellent talent identification ability.
- Excellent communication skills, written and oral.
- Excellent data investigative and analysis skills.
- Ability to be innovative in problem solving situations.

