

APPENDIX: JOB DESCRIPTION

POSITION TITLE:	Performance Analyst	POSITION TYPE:	Fixed Term, 2 Year Contract <i>Feb-Jun Part Time, Jul-Nov Full Time</i>
REPORTS TO:	Head of Performance, Performance Coaching Group	LOCATION:	North Harbour Stadium, Stadium Drive, Albany, Auckland
START DATE:	February 2022	REMUNERATION :	\$35,000 (plus GST if applicable)
PURPOSE OF THE ROLE:	Lead and manage the Video and Performance Analysis Programme for the Performance and Community divisions within the North Harbour Rugby Union.		
POSITION RESPONSIBILITIES			
Harbour Way	<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” 		
Performance Department	<ul style="list-style-type: none"> • Develop the performance analysis programme within the region, providing a blend of innovative solutions alongside current best practice. • Operate as the fulltime analyst for the NPC team during the NPC competition and service all analysis aspects as they relate to this team, as a priority. • Be available to travel with the NPC team as part of the NPC competition. • Enhance coach feedback, and subsequently, enhance player development through the provision of analytical interventions with an intent to improve performance. • Film and analyze both individual and team performances for all high-performance squads with a particular emphasis on the NPC team. • Provide key analysis information on the performances of all teams within the NPC competition and all Harbour Rugby high performance teams and individuals to assist both the player and coach feedback processes. • Ensure that coaches/players have the support structure to fully understand and utilize all analysis resources by upskilling and providing training as appropriate. • Support coaching staff in specific key performance indicators they want to focus on for their preparation and planning purposes. • Work in conjunction with coaches and players to build presentations for game/individual performance reviews and team preview/review sessions. • Build performance profiles using a mixed blend of video databasing and statistical reporting techniques. • Provide Coaches and players with trend analysis information to advance the identification and interpretation of player performance profiles as well as oppositional scouting reports. • Maintain and organize all video archives and footage portals to ensure video is readily available for coaches and players in a timely and organized manner. • Monitor and maintain an asset register of all equipment, software, budgets and analysis/technical related products to ensure they are well maintained and looked after. • Film and analyze all training sessions with the latest technology to ensure video footage is available to players and coaches in line with the greater video database and provide statistical insight into training performance as instructed. • Coordinate and lead the analysis intern program to ensure all expectations of the high-performance teams are met and that interns have an opportunity to learn and grow. • Liaise with other provincial union analysts to ensure all match day operations are seamless and all analysis related tasks can be executed effectively. • Maintain a relationship with NZR and ensure North Harbour Rugby operate within their expectations as they relate to analysis. • Ensure access to analysis tools across software and computers/technology is maintained and coordinated. • Proactively seek to improve through professional development and ensure North Harbour Rugby systems and processes are operating at a professional standard. 		

<p>Performance Department: Pathways and Wider Training Group Specific</p>	<ul style="list-style-type: none"> • Oversee all analysis aspects as they relate to the Pathways program and Wider Training Group to ensure there is a directly flow between our developing performance programs and our top tier of performance. • Attend all Pathways and Wider Training Group sessions as directed by the Head of Performance and ensure these are filmed and analysed to provide coach and player feedback. • Maintain a database of all Video content and make sure this is organised and accessible. • Provide education and upskill opportunities for players and coaches so they can become adequate with using analysis systems within North Harbour Rugby. • Coordinate and attend all game fixtures as they relate to the North Harbour development programs and ensure a professional standard of game day analysis is adhered to. • Provide insights and statistical data on specific players as requested by the high-performance staff. • Assist and support the Pathways manager with any performance tasks to ensure we can accurately track and improve player performance within the Pathways program.
<p>Community Rugby</p>	<ul style="list-style-type: none"> • Oversee the premier club rugby analysis program and all its components. • Ensure all premier club rugby games are filmed and coded on a week-to-week basis by coordinating and facilitating filming expectations. • Maintain a high standard of filming expectation within the club rugby program to ensure footage is useable for talent identification purposes and for match review purposes by clubs. • Manage the club rugby video database to ensure footage is accessible following each round of competition to both North Harbour Rugby staff and club rugby coaches and players. • Ensure all footage portals are well maintained and up to date with consistent naming conventions and analysis practices for ease of use. • Develop relationships with all club coaches and act as a point of contact between club coaches and video storage providers to ensure accessibility and awareness for all clubs and provide support as it relates to video portal access and operation. • Educate and upskill club coaches to ensure they are using the analysis software in a meaningful and beneficial way that aids coach and player development. • Maintain a referee database where referees can access and review match day footage from across the premier club rugby scene. • Provide individualised statistical feedback as directed by the high-performance coaching staff for identified players. • Coordinate and lead the analysis intern program to ensure all club rugby demands can be met, whilst also ensuring that interns have an opportunity to learn and grow.
<p>General</p>	<ul style="list-style-type: none"> • Undertake all other duties determined by the Head of Performance as they relate to analysis or the role of the performance analyst. • Be punctual and on time for all sessions. • Be current with standard analysis practices to ensure your success within this role.
PERSONAL SPECIFICATIONS	
<p>Experience</p>	<ul style="list-style-type: none"> • A sound understanding of the game of Rugby Union and its laws. • Experience within a team environment. • Excellent working knowledge of Hudl and Hudl SportsCode software. • Sound working knowledge of Apple Mac computers. • Excellent written and verbal communication skills. • Proficient with Microsoft Office apps including Word, PowerPoint, Excel, Outlook. • Proficient with Apple Keynote Software.

ACKNOWLEDGEMENT

<p>Employee Signature:</p>	<p>Name:</p>	<p>Date:</p>
<p>Line Manager Signature:</p>	<p>Name:</p>	<p>Date:</p>