



NORTH HARBOUR RUGBY UNION

Improving Lives Through Rugby



Talent Identification Spotter

In conjunction with North Harbour Rugby, the Blues and NZ Rugby have an exciting opportunity for people who have a passion for talent identification in rugby. In this role, you will be working with high performing people and be responsible for:

- Identifying the right talent for North Harbour Rugby, the Blues and NZ Rugby.
- Viewing relevant secondary school & club matches within your area.
- Capturing and reporting relevant player information in a timely manner.

To be successful in the role the ideal candidate will understand basic principles of identifying talent, connect well with a variety of people, have an open mind to learning, highly organized, and relentless in their detail and reporting.

Purpose: NZR and the North Harbour Rugby 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 and age grade club competitions are identified, assessed and databased on the PU reporting systems, and accessed by the Blues and NZR .

Key Tasks:

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 North Harbour 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 North Harbour Rugby and Blues 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 North Harbour and Blues selection meetings 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.

NORTH HARBOUR RUGBY UNION

Level 2, Gate A, North Harbour Stadium | PO Box 300-492, Albany 0752 | www.harbourrugby.co.nz



NORTH HARBOUR RUGBY UNION

Improving Lives Through Rugby



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 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.

This is an outstanding opportunity for candidates with the required experience, to add value to the North Harbour Rugby, the Blues and Rugby in New Zealand.

To apply, please send your resume and cover letter to

Regards

Dean Watkins

NH Pathways Manager

Email: Dean@harbourrugby.co.nz

Ph: 021 284 6975

NORTH HARBOUR RUGBY UNION

Level 2, Gate A, North Harbour Stadium | PO Box 300-492, Albany 0752 | www.harbourrugby.co.nz