



POSITION DESCRIPTION – HEAD COACH

ROLE TITLE	Head Coach – Fijian Drua
REPORTS TO	Chief Executive Officer – Fijian Drua
DIRECT REPORTS	Assistant Coaches, Head of Athletic Performance (co-managed with General Manager), Head Physiotherapist (co-managed with General Manager), Performance Analyst (co-managed with General Manager)
DEPARTMENT	High Performance
TERMS	Full-Time - Based at Fiji Rugby Union High Performance Centre, Suva Due to the nature of the position, after-hours work including evenings and weekends and international travel is required. Fixed Term Contract
SALARY	Negotiable
START DATE	1 July 2021
END DATE	TBC

The Fijian Drua (the Team) will enter the 2022 Super Rugby competition as part of a proposed 12 team competition between Teams from Australia, New Zealand and now Fiji. The inclusion of a Fijian team in Super Rugby is monumental for the people, players and country of Fiji. The Drua will provide an opportunity for on-Island and expatriated Fijians to play Rugby at the professional level without having to relocate overseas to the expatriate player hubs of Europe and Japan.

The Fijian Drua will operate as an independent entity, albeit closely linked to Fiji Rugby Union (FRU). The Board will be comprised of members from a yet to be confirmed private equity partner, Fiji Rugby Union and World Rugby. Although the new entity will operate independently, there is also acknowledgement that the Fijian Drua has a major role within Fiji Rugby Union's High Performance pathway and will be utilised as a critical driver to the development and long term ambitions of the Flying Fijians (National XV team).

The Fijian Drua team name and brand was established in 2017 as Fiji's team in the Rugby Australia National Rugby Championship (NRC). Since its' inception, the Drua team has carved out an identity synonymous with Fijian culture, heritage, humble character and high performance. The word Drua comes from a traditional Fijian double canoe, renowned as the largest and finest sea-going vessel ever designed and built. The canoes were known for their strength and pace, and were used as warships in naval battles throughout the Pacific – and as such correlate closely to the Fijian style of play as powerful, strong and swift warriors of the Pacific.

The Fijian Drua have kept true to the style and values of Fijian Rugby and also carved out their own history of success, qualifying for the Finals in all 3 years of its participation in the NRC, with the highlight being winning the Premiership in 2018. The Drua now sail into the new waters of Super Rugby, looking to mark a new dawn for Fiji Rugby.

ROLE OVERVIEW

The Fijian Drua Board seek a Head Coach to lead the Team on their voyage into the 2022 Super Rugby season. This position represents a unique opportunity to lay the foundations for the Fiji's long term ambitions in the professional Rugby landscape.

Reporting to the Chief Executive Officer and ultimately the Board of Directors, the primary purpose of the position will be to prepare and coach the team to a standard of excellence that will compete at a Super Rugby level. In partnership with the General Manager the Head Coach will also oversee the development and delivery of a High Performance environment with a multidisciplinary team that provides a best practice setting for Players to develop and enhance their abilities to the fullest potential. The Head Coach will also work closely with the Fiji Rugby Union High Performance Unit to provide guidance and expertise in the identification and long term development of players within the High Performance Academy and National Programs (7s, Warriors and U20s), recognising the importance these programs have with regard to the development of talent for the Fijian Drua and Flying Fijians.

KEY RESPONSIBILITIES

Leadership & Professional Standards

- Act as the primary leader for the Team, providing leadership and guidance to all areas of the High Performance program
- Establish a clear vision and culture for the team based on the creation of core values and principles
- Ensure there is a clear understanding and adoption of the Team's vision, values, standards and behaviours by the High Performance Team and Players
- Ensure that the established team protocols and standards are met, maintained and deal effectively with any breach or conflict as per the organisation's policies and procedures
- Assume responsibility and accountability for the performance and behaviour of the Team on and off the field
- Demonstrate the highest levels of honesty, integrity and professional standards at all times
- Have an awareness of and comply with all relevant statutory, competition, organisation and cultural standards, policies and regulations

Management & Planning

- Lead the design and implementation of the Team's coaching plan including periodised and content planning that covers pre-season, in-season and post-season objectives and performance indicators
- Oversee the design and implementation of coaching strategies and provide Assistant Coaches with responsibility and accountability toward specialist areas ie Attack, Defence, Forwards, Contact, Skill Development
- In partnership with the High Performance team, develop a Training Schedule and Match Day preparation program to maximise team performance
- Liaise with Head of Athletic Performance to ensure alignment with physical preparation and coaching strategies
- Liaise with General Manager and Team Manager on logistics including travel and administration
- Liaise with CEO, General Manager or delegate regarding commercial operations including Events, Fan Engagement and Corporate matters

Coaching

- Lead the coaching of the team to a standard of excellence that improves consistently and is aligned to the values of the Team and Organisation
- Develop tactical game plans including weekly preview and review with Assistant Coaches and Performance Analyst
- Measure Team performance against key performance indicators outlined and agreed at the commencement of each training phase
- Oversee individual player skill development in partnership with Assistant Coaches and other specialist Coaches

- Ensure that Players have a clear understanding and respect for the Laws of the Game. Facilitate the appropriate application of these Laws through effective and regular communication with Players and Match Officials.
- Seek continuous learning and education on game trends and Laws of the Game including their impact on the Game and Players
- Identify and seek professional development opportunities to provide ongoing learning and improvement as a Coach

Selection & Contracting

- Working within the Team's selection policy, lead the selection of the weekly Team throughout the Super Rugby season in consultation with Assistant Coaches
- Provide feedback to Players on a regular basis regarding factors relating to performance or otherwise
- Work closely with the General Manager and Fiji Rugby Union High Performance Unit on identifying, developing and securing the best available talent for the Fijian Drua
- Maintain discretion and confidentiality with regard to selection and contracting matters

Player Development & Welfare

- Create individual player development plans at the commencement of each season that include performance targets ie weight, speed, completion rates and technical competency
- Monitor, assess and record individual player performance and development to provide formal and informal feedback throughout the season
- Conduct 1 on 1 meetings with Players on a quarterly basis to provide input and analysis on performance and receive input on matters pertaining to the High Performance program
- Conduct and record individual player performance reviews at the conclusion of the season with data and evidence based analysis of training, match and behavioural performance including continual areas for development
- Liaise with PRP or delegate to ensure that adequate time is scheduled for Players to undertake personal or professional development opportunities

Stakeholder Relations

- Work in partnership with the Fiji Rugby Union to ensure there is total alignment between FRU High Performance Academy, Fijian Drua and Flying Fijians
- Provide advice, input and data to Fiji Rugby Union on the development, performance and physical condition of contracted players as requested
- Advocate on behalf of players, promoting their ability and performance as and where appropriate
- Build relationships with local Coaches and Provincial Unions, sharing individual knowledge and experience to assist in the development of coaching and identification of emerging players throughout Fiji
- Be available and responsive to media requirements and requests to comment on Team matters as agreed and where appropriate
- Be available to attend, promote or engage in Competition, Corporate or Promotional events, activations and meetings where required
- In conjunction with the Media Manager or delegate ensure all players have appropriate availability and access to the media
- Maintain sound, professional working relationships with Match Officials

SELECTION CRITERIA

- Be current – having coached at the top professional level within the last two years
- Have accumulated 5+ years coaching experience at International, Super Rugby, English Premiership, Pro 14, Top 14 or Top League level
- High level of knowledge of Rugby Union with specific regard to Coaching, High Performance, athlete development, planning and performance technology
- Proven ability to create a vision, establish buy-in, execute and drive/guide performance to achieve results
- Proven ability in leading and managing diverse teams and individuals
- Excellent presentation and communication skills with the capability to be the primary spokesperson for the Team
- Strong commitment to the professional development of staff and players
- Ability to positively influence all areas of the High Performance department
- High level of cultural awareness and capability to adapt to a unique environment, particularly Fijian culture
- Willingness to reside and work in the Republic of Fiji (Note: a valid Work Permit will be sought on the Applicant's behalf if not a current resident)
- Computer literacy with common software programs used in professional rugby environments (i.e. Excel, PowerPoint, HUDL, Sportscode)
- World Rugby Level 3 Coaching Accreditation or Union specific equivalent (or higher)

KEY RELATIONSHIPS

- Players
- Fijian Drua Board
- Chief Executive Officer
- General Manager
- High Performance, Commercial and Administration Staff
- Fiji Rugby Union, New Zealand Rugby, Rugby Australia, SANZAAR, Provincial Unions
- World Rugby
- Pacific Rugby Players (Association)
- General Public
- Media & Broadcasters