

# **NORTHERN TERRITORY RUGBY UNION**

## **REPRESENTATIVE TEAM**

### **SELECTION POLICY**

#### **PLAYER & TEAM MANAGEMENT**

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Endorsed by NTRU Board: October 2020

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## 1. Northern Territory Rugby Selection Policy

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### 1.1. Policy Statement

The selection into a Northern Territory Rugby Union (NTRU) representative team is a prestigious honour that recognises only a handful of athletes and officials each year.

NTRU has developed this policy to ensure the best possible performance at National Championships, inter- and intra-state competitions and all other representative opportunities and to provide a transparent decision-making process.

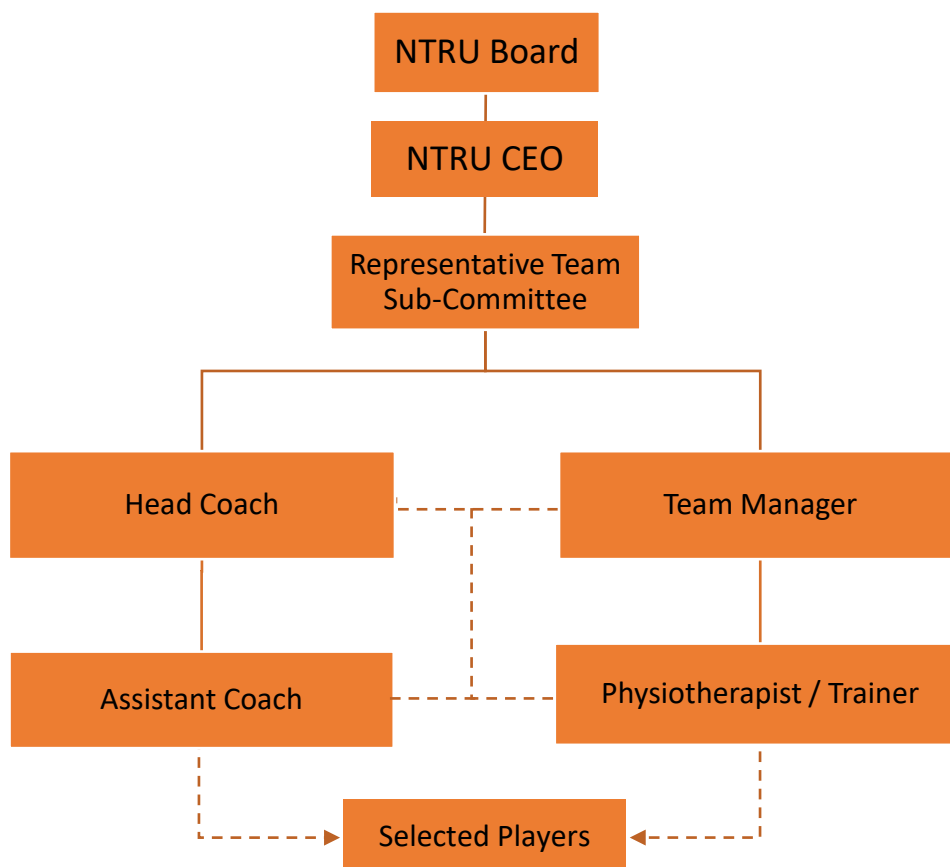
This document is to be used in conjunction with other NTRU policies and Northern Territory representative team nomination forms.

### 1.2. Scope

This policy applies to the selection of junior and senior representative team players, coaches team managers and physiotherapist/trainer positions.

## 2. Roles and Responsibilities

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- NTRU is responsible for the appointment and the ratification of all NTRU representative team members.
  - The Representative Sub-Committee is responsible for reviewing applications for representative team staff members and recommending appointments to the NTRU.
  - The NTRU is responsible for all NTRU representative team members at all representative team commitments, including pre-competition training and meetings whilst at the National Championship, tournament, or match.
- All NTRU representative team members are responsible for ensuring they understand and adhere to the Rugby AU 'Code of Conduct (Section 7) and at all times behave in a manner that is appropriate to being a member of NTRU representative team.
- All NTRU representative team members must sign a Behaviour Agreement that encompasses the Rugby AU Code of Conduct and NTRU Behavioural expectations.

### 3. Eligibility

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#### 3.1. Essential eligibility criteria

**To be eligible for appointment to a NTRU representative team the following eligibility criteria must be met for all players, coaches, team managers and physiotherapists/trainers:**

- Must have no outstanding financial obligations to NTRU.
- Must not be subject to any disciplinary action or the investigation of disciplinary action.
- Must not have previously brought the sport into disrepute or has acted in a way that a reasonable person would think would bring the sport into disrepute.
- Must not have previously failed to comply with NTRU policies and procedures.
- All team management positions must hold a current Ochre Card in line with the *Care and Protection of Children Act 2007*.
- Must meet essential criteria specific to the team management position as outlined in each specific position descriptions. Refer to Appendix B, C, D and E of this policy.

#### 3.2. Players

In addition to the requirements with clause 3.1, players:

- Players must be registered with an affiliated club or school.
- Must return the medical information form and ensure that full disclosure of any injury or illness is provided.
- Must be medically fit for the tournament/match in which they are selected to participate.

- Must produce a written medical clearance from a reputable licenced doctor/physiotherapist for any existing injury/illness.

## 4. Nomination Process

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### 4.1. NTRU Representative Team Management Nominees

- Calls for nomination for coach, team manager and physiotherapist/trainer positions in NTRU representative teams will be advertised on NTRU website and social media platforms by a date determined by NTRU, but at least four months prior to the proposed tour/competition/representative match.
- The advertisement will include minimum requirements and accreditation standards for the positions.
- Applicants seeking appointment to a NTRU representative team should complete all sections of the Expression of Interest Form available on the NTRU website, and return it to the NTRU prior to the due date.
- The due date will be published on the advertisement.
- NTRU will confirm receipt of the Expression of Interest Form by email.
- No Expression of Interest Forms will be accepted after the closing date.
- The NTRU reserves the right to source and appoint a suitable candidate if the pool of applicants does not meet the minimum requirements expected for a representative team. The Representative Team Sub-Committee has 5 working days to source further applicants if existing applicants do not meet selection criteria.

## 5. Team Management Selection

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### 5.1. Roles and Responsibilities

#### 5.1.1. Representative Team Sub-Committee

The Representative Team Sub-Committee is responsible for reviewing applications for representative team management positions, for each representative team and recommending appointments to the NTRU.

The Representative Team Sub-Committee comprises of the following:

- NTRU Board member (Chair)
- NTRU Pathway Manager
- At least three other members, ratified by the NTRU Board.

The Representative Team Sub-Committee is responsible for the selection of the following:

- Head Coach
- Team Management Positions in consultation with the Head Coach: Assistant Coaches, Team Managers, Physiotherapists/Sports Trainers.

Should any member of the Representative Team Sub-Committee wish to apply for any of the advertised positions, they are required to notify the other members of the Representative Team Sub-Committee prior to submitting their expression of interest. This will allow time for the Chair to seek the appointment of temporary members by the NTRU Board, for assessment purposes only, if required.

#### **5.1.2. Chief Executive Officer**

The Chief Executive Officer is responsible for endorsing the team management positions referred to it by the Representative Team Sub-Committee. Once endorsed, the recommended applicants will be referred to the NTRU Board for ratification.

The Chief Executive Officer may refuse to endorse one or more recommended applicants onto a representative team if the recommended applicant does not meet the eligibility criteria as outlined in Section 3.

If there are circumstances whereby they CEO refuses to endorse a nominated applicant, the reasons for the decision shall be communicated to the Representative Team Sub-Committee who will recommence the selection process, including readvertising if required. This advice will be provided to the NTRU Board.

#### **5.1.3. NTRU Board**

The NTRU Board is responsible for ratifying the team management positions endorsed by the Chief Executive Officer. Once ratified the successful applicants will be notified by NTRU, followed by a public announcement.

The NTRU Board may refuse to ratify one or more endorsed applicants onto a representative team if the endorsed applicant does not meet the eligibility criteria as outlined in Section 3.

If an endorsed applicant is not ratified by the NTRU Board, they shall be notified by email as soon as practicable following the decision. This email shall include the reasons for decision.

If there are circumstances whereby the NTRU Board refuses to ratify an endorsed applicant, the reasons for the decision shall be communicated to the Representative Team Sub-Committee who will recommence the selection process, including readvertising if required.

### **5.2. Conflicts of Interest**

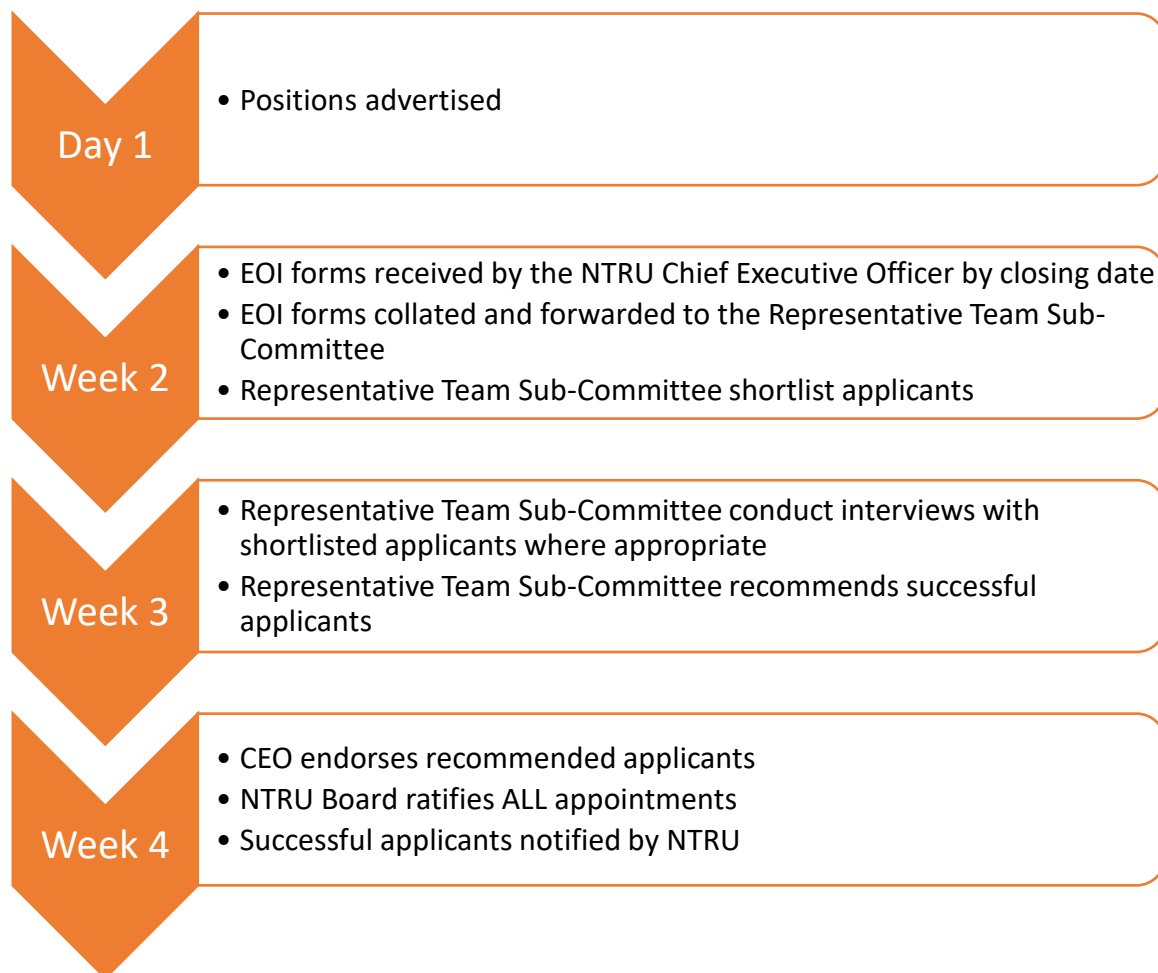
Prior to the assessment of applications, the Representative Team Sub-Committee must exclude a member who has a real, potential or perceived conflict of interest, in the selection process or procedure for that particular team management position.

This includes persons who have a family, close personal or business relationship with any applicant, or if the persons have applied for one or more of the representative team staff positions.

If the number of members on the Representative Team Sub-Committee decreases below three (quorum), one or more of the following will be temporarily appointed by NTRU for the selection process:

- NTIS Representative
- NTRU Board Member (1 maximum)
- NTRU Participation Manager

### 5.3. Team Management Selection Process



#### 5.4. Considerations

- The selection of the positions shall be by majority vote.
- When selecting representative team management positions, the Representative Team Sub-Committee shall refer to eligibility criteria in Clause 3 and relevant selection criteria contained within the position descriptions as Appendices to this policy.
- Applicants that do not meet the eligibility criteria will not be selected as part of a representative team. However, if there are no other suitable applicants, the applicant may be considered if they are willing to sign an agreement that sees them gain the required criteria by a certain date.
- The selection process must be recorded and followed so that applicants can be provided with accurate feedback and transparency is shown by NTRU in the process. All unsuccessful applicants will receive written feedback contributing to the decision not to appoint. Feedback is to be limited to the deficiencies of the unsuccessful applicant and areas for improvement
- Applicants will be ranked in order of suitability for each position they apply for. The highest ranked applicant should be offered the position.

NOTE: if an applicant intends to apply for more than one position they must indicate on their Expression of Interest the order of preference for the positions. The Representative Team Sub-Committee will refer to this if an applicant is the highest ranked for more than one position.

- A Head Coach can nominate their preferred Assistant Coach, Manager and Physiotherapist / Sports Trainer for recommendation from the pool of applicants. The Representative Team Sub-Committee may recommend suitable applicants to the Head Coach from the pool of applicants however; the Head Coach may elect to choose their own staff (for some or all positions) for endorsement by the CEO and approval by the NTRU Board.

The Head Coach is not obliged to accept recommended applicants to appease the Representative Team Sub-Committee however; the staff they nominate must come from the pool of applications received.

Similarly, the Representative Team Sub-Committee is not obliged to accept a Head Coach's recommended applicants and may select other applicants for recommendation and approval, if there are concerns that they do not meet eligibility criteria.

- The successful and unsuccessful candidates will not be advised of the outcome until the NTRU Board ratifies the recommendations and successful applicants are notified.

#### 5.5. Appeals

- Unsuccessful applicants have a right to appeal a decision by the NTRU Board to appoint to a team management position.



- Appeals will be dealt with by the NTRU Judicial and Code of Conduct Sub-Committee using the procedure outlined in the RA Disciplinary Rules, with the exception that a fee will not apply.

## 6. Player Selection

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### 6.1. Roles and Responsibilities

#### 6.1.1. The Player Selection Committee shall comprise of:

- Head Coach
- Assistant Coach

The Head and Assistant Coach will have the primary selection decision. NTRU may provide suggestions regarding selection of players from another association, for example, a Katherine based player.

#### 6.1.2. Chief Executive Officer

The Chief Executive Officer is responsible for ratifying final player selections referred to it by the Player Selection Committee. Once ratified the successful players shall be notified by the Head Coach and announced by NTRU.

The Chief Executive Officer may refuse to ratify one or more selections onto a representative team if the selected player/s does not meet the eligibility criteria as outlined in Section 3.

If a player is not ratified by the Chief Executive Officer, the Player Selection Committee shall be notified by email as soon as practicable following decision, including reasons for the decision.

### 6.2. Player Selection Process

The Player Selection Committee may assess and consider players for selection by any of the following methods, where applicable:

- Observation at season games, representative trial games, representative games.
- Observation at regular season and/or representative training sessions.
- Discussions with club coaching and management staff.
- Known past performance.
- Recommendation by club coaches/management, NTRU staff.

The Head Coach is responsible for providing feedback to players not selected as part of a representative team. Feedback can be informal and will be limited to areas of improvement.

### 6.3. Considerations

When selecting players, the Player Selection Committee shall refer to eligibility criteria in Clause 3. Players that do not meet the eligibility criteria will not be selected as part of a representative team.

The Player Selection Committee may also consider:

- **Performance in events:** these may include state championships, regional matches, selection trails, training camps, local club/school competition matches.
- **Physical capacities:** this includes speed over a variety of distances, aerobic capacity, strength and agility.
- **Technical competence:** core skills include catch and pass, track and tackle, ball carry, tackle contest. Position specific skills include – scrum, lineout and kicking.
- **Tactical ability:** includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to utilise information provided by coaching staff and apply it to team or individual performance.
- **Potential to improve:** present performance level relative to past performance.
- **Competitive ability:** mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setback/criticism and persistence.
- **Player versatility:** ability for the player to play in more than one position.
- **Attitude:** individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
- **Team/Squad orientation:** an individual's ability within team sport, to 'fit in' and influence the squad/team in a positive manner.
- **Communication:** the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team's issues in a calm mature and no-emotive manner to allow positive discussions to resolve problems.

### 6.4. Appeals

- Players who are not selected as a part of a representative team have a right to appeal this decision by the Player Selection Committee and Chief Executive Officer.
- Appeals will be dealt with by the NTRU Judicial and Code of Conduct Sub-Committee using the procedure outlined in the RA Disciplinary Rules, with the exception that a fee will not apply.

## 7. References

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### 7.1. *Care and Protection of Children Act 2007*

<https://legislation.nt.gov.au/en/Legislation/CARE-AND-PROTECTION-OF-CHILDREN-ACT-2007>

### 7.2. Rugby AU Code of Conduct

<https://australia.rugby/about/codes-and-policies/integrity/code-of-conduct>

### 7.3. Rugby AU Disciplinary Rules

<https://australia.rugby/about/codes-and-policies/integrity/australian-rugby-disciplinary-rules>



## Appendix B – Position Description – Head Coach

**Position:** Head Coach

**Responsible to:** Chief Executive Officer or delegate

**Responsible for:** Team Manager, Assistant Coach, Physiotherapist/Sports Trainer and Players

**Purpose:** The role is critical in setting and maintaining standards. In essence, the purpose of the role is to provide the leading program and coaching role within the rugby program and influence and direct the underpinning programs that contribute to the success of the program both short and long term (consistent success at the highest level).

### Key Areas of Responsibility:

<b>PROGRAM</b>	<ul style="list-style-type: none"> <li>▪ Design, implement and manage the team ‘Blue Print’ and guiding principles for success</li> <li>▪ Coordinate the development and implantation of annual periodised coaching and training plans/models</li> <li>▪ Lead program, staff and player review</li> </ul>
<b>COACHING / TRAINING</b>	<ul style="list-style-type: none"> <li>▪ Develop and implement playing styles and systems (principles of play)</li> <li>▪ Develop and implement game plans</li> <li>▪ Manage the design and implantation of training session outlines and session plans</li> <li>▪ Delegation of coaching components to coaching staff</li> <li>▪ Provide coaching on a team, unit and individuals basis including the following components: <ul style="list-style-type: none"> <li>▪ Team play</li> <li>▪ 1<sup>st</sup> phase</li> <li>▪ General play</li> <li>▪ Breakdown</li> <li>▪ Individual skill development programs</li> <li>▪ Law knowledge</li> </ul> </li> <li>▪ Coordinate and deliver team and player reviews – training and playing; maintain records of player reviews</li> <li>▪ Coordinate and deliver unit and individual player review as per above coaching components – training and playing; maintain records of player reviews</li> <li>▪ Where possible, preview all opposition</li> <li>▪ Available required to all match, trainings and tours as outlined in program schedule</li> <li>▪ Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development</li> </ul>
<b>SELECTION / RECRUITMENT</b>	<ul style="list-style-type: none"> <li>▪ Implement the NTRU selection policy and player selection process</li> </ul>

<b>STAFF</b>	<ul style="list-style-type: none"> <li>▪ Management and direction of the Assistant Coach, Team Manager, Physiotherapist/Sports Trainer and any other staff as required</li> <li>▪ Lead effective staff communication systems (e.g. staff meetings)</li> <li>▪ Manage staff leadership program/s</li> <li>▪ Assist with team logistics and operations as required and requested at training and matches at home and away</li> </ul>
<b>PLAYERS</b>	<ul style="list-style-type: none"> <li>▪ Coordinate and deliver effective player communication schedules including consistent individual player feedback and player welfare review and interventions</li> <li>▪ Maintain records for all player reviews</li> <li>▪ Engage and support the player leadership group</li> <li>▪ Provide relevant player information and opinions to other higher-level program coaches as required</li> </ul>
<b>ORGANISATION</b>	<ul style="list-style-type: none"> <li>▪ Provide input into the organisation's strategic plans</li> <li>▪ Provide technical leadership within coach education programs and coaching to other programs as requested and available</li> </ul>
<b>GENERAL</b>	<ul style="list-style-type: none"> <li>▪ Develop, maintain and promote standards and expectations at all times</li> </ul>

**Key Outcomes:**

- Systematic and progressive models for the development of players
- Successful implementation of the Blue Print for success (performances and success)
- Defensive success – data supported
- Effective player and staff leadership program in place
- Staff and player satisfaction
- Effective communication and involvement with all staff

**Essential Criteria:**

- Outstanding and proven ability to lead
- Demonstrated ability or previous experience as a Head Coach
- Expertise and proven coaching knowledge and experience
- Excellent understanding of the components that contribute to a high performing rugby program including the incorporation of sport science and sport medicine
- Excellent people and communication skills
- Excellent time management skills with the ability to be flexible
- Ability to travel
- Demonstrated professional behaviour at previous club, state and national events
- Coaches of senior representative teams must have minimum of Developing Coach accreditation
- Coaches of junior representative teams must have minimum of Foundation Coach accreditation

**Desirable Criteria:**

- Previous experience with a NTRU representative team

**Qualifications:**

- Minimum qualification requirements or ability to obtain:
  - Smart Rugby
  - Level 1 accreditation, for Under 14 Representative positions
  - Level 2 accreditation, for Under 16 to Senior Representative positions
  - Staff Integrity – Level 1
  - Concussion and Serious Injury Management
  - First Aid and CPR
  - Ground Marshal
  - PBTR – “Play by the Rules” Modules
- Desirable
  - Assessing Coach
  - Referee Qualification

## Appendix C – Position Description – Assistant Coach

**Position:** Assistant Coach

**Responsible to:** Head Coach

**Major interactions:** Team Manager, Physiotherapist/Sports Trainer and Players

**Purpose:**

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs; and to attain attack (set piece and unstructured) excellence and consistent development across all players

**Key Areas of Responsibility:**

<b>PROGRAM</b>	<ul style="list-style-type: none"> <li>▪ Support the Head Coach with implementation of the team 'Blue Print' and guiding principles for success</li> <li>▪ Assist the Head Coach with the development of annual periodised coaching and training plans/models</li> <li>▪ Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches</li> <li>▪ Participate in the annual program and player review</li> </ul>
<b>COACHING / TRAINING</b>	<ul style="list-style-type: none"> <li>▪ Assist with the implementation of playing styles and systems (principles of play)</li> <li>▪ Assist the Head Coach with the development of game plans</li> <li>▪ Assist the Head Coach with the design of training session outlines and session plans</li> <li>▪ Provide coaching on a team, unit and individual basis in relation to appointment</li> <li>▪ Unit and individual player reviews on performance during training and playing; maintain records of player reviews</li> <li>▪ Where possible, review all opposition</li> <li>▪ Available as required to attend at all match, trainings and tours as outlined in program schedule</li> <li>▪ Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development</li> </ul>
<b>SELECTION / RECRUITMENT</b>	<ul style="list-style-type: none"> <li>▪ Participate as a selection panel member</li> <li>▪ Comply with the NTRU selection policy and player selection process</li> </ul>
<b>STAFF</b>	<ul style="list-style-type: none"> <li>▪ Assisting with team logistics and operations as require and requested at training and matches at home and away</li> </ul>
<b>PLAYERS</b>	<ul style="list-style-type: none"> <li>▪ Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested</li> <li>▪ Maintain records for all player reviews</li> </ul>



<b>ORGANISATION</b>	<ul style="list-style-type: none"> <li>▪ Provide technical leadership within program coach education programs and coaching to other programs as requested and available</li> </ul>
<b>GENERAL</b>	<ul style="list-style-type: none"> <li>▪ Maintain and promote standards and expectations at all times</li> </ul>

**Key Outcomes:**

- Systematic and progressive models for the development of backline players
- Successful coaching of ‘principles of play’ and coaching components (performance and success)
- Success and effectiveness
- Improvement and effectiveness from previous year
- Staff and player satisfaction

**Essential Criteria:**

- Outstanding proven coaching skills
- Expert and proven coaching knowledge and experience
- Excellent people and communication skills
- Excellent time management skills with the ability to be flexible
- Ability to work flexible hours, which will include weekends
- Ability to travel
- Demonstrated professional behaviour at previous club, state and national events
- Coaches of senior representative teams must have minimum of Developing Coach accreditation
- Coaches of junior representative teams must have minimum of Foundation Coach accreditation
- Must live in the Northern Territory

**Desirable Criteria:**

- Previous experience with a NTRU representative team

**Qualifications:**

- Minimum qualification requirements or ability to obtain:
  - Smart Rugby
  - Level 1 accreditation, for Under 14 Representative positions
  - Level 2 accreditation, for Under 16 to Senior Representative positions
  - Staff Integrity – Level 1
  - Concussion and Serious Injury Management
  - First Aid and CPR
  - Ground Marshal
  - PBTR – “Play by the Rules” Modules

## Appendix D – Position Description – Team Manager

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**Position:** Team Manager

**Responsible to:** NTRU Pathway Manager

**Major interactions:** All team staff and players including Head Coach and Assistant Coach

**Purpose:**

The role is critical in setting and maintaining standards through cordial, professional and regular contact with the NTRU Program Manager, Coaching staff and each player to ensure effective delivery of the program schedule for the team

**Key Areas of Responsibility:**

- To responsibly manage and monitor the Team's schedule and logistics
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way
- Regular communication with NTRU Development Manager and Team Staff Members to ensure all requirements are covered
- Keep working on the best schedule to ensure the smooth and efficient running of the Team's daily program and events: training sessions, meetings, meals, travel, functions etc.

**Duties:**

- Administrative function including all relevant paperwork for players, room allocation, selection of duty managers, issue or replacement of all team apparel including playing, training, formal and casual apparel
- Coordinate with Tournament liaison officers and duty managers for daily laundry where necessary
- Preparation and distribution of daily diary (in consultation with Head Coach)
- Coordination and chair of all staff and team meetings including timings, agenda and follow up action on decisions
- Provide leadership, communication and consultation with player, staff partners family and NTRU Pathway Manager as required
- Close liaison with Head Coach regarding daily and long-term schedules, which includes training, meetings, promotional, medial, discipline, team dress standards and social activities
- Liaise with venues regarding all bookings including any changes to schedules
- Team budget allocation and settlement of accounts when required
- Attend training sessions
- Financial Management of Team budgets when required
- Management of flight check-ins including check-in of team equipment, collection and management of team airline tickets
- Management of hotel check-in including room lists and check-outs

- Media liaison as required
- Coordination of Team photo
- PLUS: other odd jobs as required

**Key Outcomes:**

- Systematic and progressive models for the development of players
- Successful implementation of the Blue Print for success (performances and success) as created with other members of the management team.
- Effective player and staff leadership program in place
- Staff and player satisfaction
- Effective communication and involvement with all staff
- The ability to have developed, maintained and promoted standards and expectations at all times

**Essential Criteria:**

- Demonstrated ability or previous experience in a team management position
- Demonstrated leadership skills, including excellent people and communication skills
- Excellent understanding of the components that contribute to a high performing rugby program
- Demonstrated ability to apply Emotional Intelligence
- Adaptability and effective organisational and time management skills, including the ability to show initiative
- Ability to travel
- Must live in the Northern Territory

**Desirable Criteria:**

- Previous experience with a NTRU representative team

**Qualifications**

- Minimum qualification requirements or ability to obtain:
  - Smart Rugby
  - Staff Integrity – Level 1
  - Concussion and Serious Injury Management
  - First Aid and CPR
  - PBTR – “Play by the Rules” Modules

## Appendix E – Position Description – Physiotherapist/Sports Trainer

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**Position:** Physiotherapist/Sports Trainer

**Responsible to:** NTRU Pathway Manager

**Major interactions:** All team staff and players including Head Coach and Assistant Coach

**Purpose:**

- To maintain cordial, professional and regular contact with each player to ensure effective health and fitness delivery for the Team
- To responsibly manage and monitor the Team’s fitness and medical condition as part of the program
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way

**Key Areas of Responsibility:**

<b>TEAM MEDICAL SUPPLIES</b>	<ul style="list-style-type: none"> <li>▪ Coordination of:                             <ul style="list-style-type: none"> <li>▪ Team Medical Supplies in conjunction with NTRU Pathway Manager</li> <li>▪ Team Hydration and recovery requirements during assemblies</li> </ul> </li> </ul>
<b>MANAGEMENT OF PLAYER FITNESS AND MEDICAL CARE</b>	<ul style="list-style-type: none"> <li>▪ Monitor playing personnel fitness and medical conditions in the lead up to assemblies and during all team assemblies</li> <li>▪ Develop training schedule for fitness, recovery and flexibility pre-assembly and during all assemblies</li> </ul>

**Key Outcomes:**

- Systematic and progressive models for the development of players
- Successful implementation of the Blue Print for success (performance and success) as created with other members of the management team.
- Staff and player satisfaction
- Effective communication and involvement with all staff

**Essential Criteria:**

- Excellent people and communication skills
- Excellent time management skills whilst maintaining the ability to remain flexible
- The ability to maintain and promote standards and expectations at all times
- Ability to travel

**Desirable Criteria:**

- Excellent understanding of the components that contribute to a high performing rugby program (desirable)

## Qualifications

- Minimum qualification requirements
  - Physiotherapists must be qualified and have a current Australian Health Practitioner Regulation Authority (AHPRA) registration.
  - Sports Trainers of any team must have minimum Level 1 Sports Trainer accreditation.
  - Smart Rugby
  - Staff Integrity – Level 1
  - Concussion and Serious Injury Management
  - First Aid and CPR
  - PBTR – “Play by the Rules” Modules