



OBU COACHING EXPECTATIONS

Welcome to a coaching, management or team support role at OBU. Without your valuable input and commitment we wouldn't be the thriving club we are. While we're privileged to have your contribution it's also a position of some responsibility we've agreed and there are clear expectations we should have of each other.

The following is an attempt to describe the key expectations; for any further clarification please contact our Director of Rugby or the Club Captain.

OBU coaches, managers and team support staff can expect:

- To be treated with respect
- Have access to development opportunities and support
- Wherever possible, be matched with a level of involvement appropriate to their ability, potential or interest

In accepting an appointment to an OBU coaching, management or team support role you are expected to buy into the following:

OBU Coaching Code of Ethics (refer NZRU Code of Ethics)

1. Respect the rights of individual athletes
2. Maintain high standards of integrity
3. Be a positive role model for your sport and athletes and act in a way that projects a positive image of coaching
4. Act professionally, setting high standards and expecting the same of your coaching team and players
5. Make a commitment to providing a quality service to your players
6. Ensure appropriate focus on safety and risk management during training and competition –
— this includes following the principles of RugbySmart throughout the year, and – where available - working with club physiotherapist's and /or trainers to ensure players have appropriate injury management and rehabilitation¹
7. Act to protect your athletes from any form of personal abuse

OBU Team Selection Protocols

The objective of the OBU Team Selection Protocols is to provide a fair and equitable process appropriate to the OBU culture and values enabling:

- Successful challenge for key Wellington rugby championship titles, which in 2017 prioritises the Jubilee Cup and maintaining position as leaders in the Colts Competition.
- A thriving club that provides all players equal and fair opportunity to develop to their potential and enjoy their rugby experience at OBU.

Selection Principles:

1. A player centric philosophy is applied ; “what is good for the player is good for the club.”

Ideally our top players will play as much rugby as possible. No ranked player will have more than 2 consecutive weeks as a reserve without reasonable game time without the express agreement of the delegated Rugby Performance role.

2. The selection team for Colts players comprises of the following:

- the Head coach of each U21 team and
- the Head Coach of Premier Team and
- the Director of Rugby

3. Priority of selection should go to:

- those ranked ‘highest’ for that position on regularly updated player ranking lists. Team player ranking priority is based on: Premier’s, Premier Reserve, U21 Green and First Grade.
- those who have trained, although there is an element of coaches discretion to be applied.

Introduction of new/ injured players is at the discretion of the coach consistent with club values, though a top priority will be introduction of fit or available ITM, SXV or national representative players.

4. Selection discussions should occur as soon as possible within each week but no later than before Wednesday training.

- selections are to be confirmed between coaches no later than Tuesday evening, and communicated to players no later than Wednesday morning.
- any later changes required because of unforeseen availability issues will be subject to the approval of the delegated Rugby Performance role.

5. Responsibility for initial communication with a dropped or promoted player sits with the coach of the squad he was last part of.

6. If dropped a player is to start in the preceding team when required by the higher ranking coach, otherwise time played will be as agreed between coaches.

7. Dispute resolution will be via the delegated Rugby Performance role.

Season Planning

Coaching teams are expected to put in place an effective season plan.

An effective season plan will be periodised with consideration to detailed activity required in the following phases

- Off season – general preparation phase, coaches providing active input to this phase of technical and physical development for all club players
- Pre season – specific preparation phase, coaches providing input to this phase of tactical, technical and physical development for all aspiring players in their respective grades (senior, age group, women, weight restricted)
- In Season - specific performance phase with coaches leading the tactical, technical and physical performance of current squad players and supporting the same for wider squad contenders.

Wherever practical these plans should be aligned between relevant teams to allow our players the optimum opportunity to play rugby at the level they aspire to and are capable of.

Colts coaches have lead responsibility for ensuring a suitable club programme is in place during off season, liaise with students out of town and working with Premier coaches, Director of Rugby and fitness trainer to ensure an effective pre- season for the Colts squads. Other coaches are expected to be actively involved throughout these phases.