

John Carrington

**Professional Rugby Coach
New Zealand
NZRU/IRB Level 4 Qualified Coach**

Cover letter, CV and References

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Please find attached my covering letter, CV and references.

I am an **IRB/NZRU Accredited Level 4 Professional Rugby Coach** from Waikato, New Zealand, most recently coaching overseas in Japan, Canada, Italy, and National Coach for the countries Trinidad and Tobago 2007/8, Sri Lanka 2008/9 (HSBC 5 Nations Asian Cup Tournament) and Hungary 2009/10 (World Cup Preliminary Tournaments).

I have been involved in Head coaching roles with club teams (15's and 7's) including Premier Senior Men's, Women's, Development, Regional and National teams and squads. I developed and managed regional/national academies and regional RDO's, tutoring club and regional coaches and have been a development manager for both club and school unions.

These roles have included all aspects of coaching, implementing programmes and strategies for player growth and working with all levels of club, school, sporting and media organisations.

In 2008 I lead my club in New Zealand to winning the Waikato Premier Division Championship and was awarded 2008 Club Coach of the Year and regularly utilised as a specialist skills coach for the Waikato Rugby Union Representative Development Teams (2002-2012).

My coaching attributes relate directly to my qualifications and rugby knowledge, technical/tactical and specialist abilities, proven history, philosophy and personality being developed within the Waikato Rugby and New Zealand Rugby Unions High Performance Coaching Academies.

I have a proven extensive successful coaching career within New Zealand Senior Premier Men's club and representative Under 20 High Performance age groups in both 15's and 7's. Complimenting this has been a successful overseas experience at Club and National level and playing career domestically and overseas, representing Premier and Division one clubs and the Waikato Rugby Union as a coach and player.

As Head coach of successful Waikato Representative Teams I have achieved a standard of excellence measured against key performance indicators, enhancing the players and the Waikato Rugby Unions reputation since 2002, cumulating in being awarded

2005	Waikato Rugby Union	Representative Coach of the Year
2005	Waikato Rugby Union	Representative Team of the Year
2005/6	NZRU/JRU Selected	Representative Coach/Tutor Japan Rugby Programme
2007/8	Trinidad and Tobago	National and Premier Club Coach
2008	New Zealand	Premier Club Coach of the Year
2008/9	Sri Lanka	National and Premier Club Coach 5 Nations/World Cup Tournament
2009/10	Hungary	National and Premier Club Coach Tier 3/World Cup Tournament
2012	New Zealand Harlequins	Coach

I am a player centered coach and believe the coach is the main catalyst and motivator for the team displaying astute on and off field rugby knowledge, leadership, loyalty, pride, discipline, support and encouragement along with the ability to build strong relationships.

As a coach I utilise new training techniques, update and study advances in sport science, provide a dynamic, variable and competitive learning environment but believe paramount to progression and development is reinforcing the basic fundamentals, principals and key factors in essential core skills and decision making abilities in non-pressure and reality pressure situations.

Complimenting this is creating a unique team spirit, high achievable standards and a team culture based on visions, club and individual goals, pride and history, enjoyment and preparation. I have also been responsible in implementing and facilitating new and innovative programmes, coordinating management roles and responsibilities, talent identification, creating accurate and informative game plans, individual, unit and team profiling, performance profiling and monitoring.

Pivotal to this success was my ability to work with existing squads and/or selecting a balanced squad of players in combination with a focused, cohesive and productive management team with defined roles. This team use structured processes, implement comprehensive development plans, share team objectives, create successful team strategies, performance targets and outcomes all within a challenging environment creating an atmosphere open to player input, idea sharing, providing information and open communication for the betterment of the team.

Although a specialist backs coach, I coach all positions and excel in team generic and specific core skill development, attack and defence systems, kicking and position specific skills and technique development:

I have been coached and tutored by many of the premier coaches and specialists in New Zealand and have an astute understanding of game planning and team/opposition analysis, patterns of play, positional depth and requirements, seasonal planning, key factor analysis, camps, trial and selection processes, team bonding, player management and strategic training based around quality rather than quantity.

I provide players advice on general fitness, strength and conditioning programmes, pre and rehabilitation, nutrition and hydration requirements and psychological development.

Having been involved both in NZ and overseas senior schools, club high performance and international representative coaching environments where often a coach may be judge solely by results, I understand accountability and responsibility. I am also therefore aware of the pressures imposed by the modern game and thrive under them through strong administrative, communicative/interpersonal, people management and problem solving abilities. Primary to my success have been my planning, realistic goal setting, methodology, consulting, time management, self-belief, sense of humour and holistic approach.

Many of my personal strengths include maintaining excellent health, being approachable and available at all times, being focused but flexible, having a positive enthusiasm, am imaginative, adaptable, disciplined and value and respect all cultures and traditions. I have strong personal pride, presentation, confidence and principles with a passion and a genuine interest in player development and input with a desire to succeed through the team's successes for the individual, team, club and country.

Further major strengths include my work ethic, code of conduct and my coaching philosophy that I trust will give you an insight into my coaching direction, values and standards. My system is based on educating and developing myself within and outside of the NZRU/IRB systems, so that the game of rugby can be delivered to my team in a knowledgeable and creative manner.

Modern technology I have utilised has included various video analysis systems, laptops, copy white boards, projectors, microcellular link communication, DVD recorder with delay, camera and tripod filming normal, wide and end view of games and trainings.

Philosophy: Input+ = Output+

To educate and develop myself in both traditional and innovative ways from a wide variety of sources, working professionally and closely with my management team, specialists and players creating a collective and positive optimal learning environment, so individual players and the team have the best opportunity to reach peak performance, success and 'true' potential on the field.

I was previously involved in senior amateur and professional teams in 15's and 7's as a player, player/coach and coach including having coached many high profile players, giving me the understanding of eligibility and availability, competition structures and changes in playing environments domestically and overseas.

Prior to leaving NZ to coach overseas in 2005 I concentrated on development representative level rugby cumulating in my team winning the 2005 New Zealand Regions competition.

Having this experience further gives me the understanding of the demands and effects on players and the many personal and team characteristics at all age groups.

I am very aware of the 'extras' that make a team successful including the support strategies, use of specialists, statistical information, debriefing, individual and team goal setting, safety, medical, exchange opportunities, modern/changing laws, multi learning techniques, club history, knowledge sharing, supporters, financial and contractual obligations, seeking and encouraging strong working relationships with board members, sponsors, match officials, media and key stakeholders, constituent bodies, schools, and complying with policies and open communication with professional, overseas and domestic players.

I believe modern rugby is a continuously evolving sport tactically, technically, physically and psychologically and although very much a hands on coach, I adapt my coaching methods relevant to the team's needs and empower players and the team to success.

Qualifications

IRB/NZRU – Accredited Level 4 Coach 2005 (International Level)

NZRU/IRB - Massey University Certificate in Rugby Coaching Practicum 2004 - 5

Chiefs Super 15 – Advanced Level 3 Coaching Course 2011/2

NZRU/IRB - Massey University Management and Sport Diploma Studies 2004 - 5

IRB/NZRU - Levels 1 – 4 Coaching Certificate 2001 – 5

NZRU - High Performance Coaching Academy 2004 - 5

NZRU - Game Planning Course 2004

NZRU - Principles in Rugby Coaching Course 2002

NZRU - Certificate in Practical Rugby Coaching 2001

NZRU - RugbySmart 2002 – 2012

NZ Harlequins – Representative Coach 2012

Waikato Rugby Union - Coaching Academy 2002 – 2005

Waikato Rugby Union - Representative Coach of the Year 2005

Waikato Rugby Union - Representative Team of the Year 2005

Waikato Rugby Union - Representative Coach 2002 - 2008 Development Teams

Waikato Rugby Union - Associate Referee 2003 – 2012

Fraser Tech Rugby Club – Coach of Men's Premier Club Champions 2008

Fraser Tech Rugby Club – Coach of the Year 2008

Fraser Tech Rugby Club – Specialist Skills Coach 2008-10

Waikato Institute of Leisure & Sport -National Certificate in Sport Coaching Level 1-4 2003- 05

Sport and Recreation NZ - Coaching NZ Level 1 and 2 2002 - 2004

**Waikato Institute of Technology - Centre for Sport and Exercise Science
Sport Massage Certificate 2004
Sport Nutrition Certificate 2004**

NZ Qualification Authority - National Certificate in Sport Coaching Level 1 - 4 2002/3

NZQualification Authority - Recreational Management Certificate 2002/3

Life Care Consultants - Current First Aid Certificate 2001-2013

Waikato Rugby Union Representative Coaching

Waikato 15's	NZ	Champions	2002	Head Coach
Waikato 15's	NZ	Champions	2003	Head Coach
Waikato 16's	NZ	Champions	2004	Head Coach
Waikato 18's	NZ	Champions	2005	Head Coach
Waikato RU Skills Coach	NZ	u18's, u20's	2002/12	Skills Specialist
NZ Harlequins	NZ		2012	Co-Coach

International/Club Overseas Coaching 15's and 7's

Abbotsford RFC	Canada	Champions	1992/3	Player/Coach
Roosendale RFC	Holland	Finalists	1993/4	Player/Coach
Kirby Lonsdale RFC	England	Champions	1994/5	Player/Coach
Hokuyodai RFC	Japan	Finalists	2005/6	Coach/Tutor
Caribs RFC	Trinidad	Champions	2006/7	Coach/Tutor
Brantford Harlequins RFC	Canada	Champions	2007	Coach/Tutor
Benevento RFC	Italy	Serie A	2008	Head Coach
CR&FC Rugby Club	Sri Lanka	Finalists	2009	Head Coach
Sri Lanka National Team	Sri Lanka	Asian 5 Nations	2009	Head Coach
Esztergom RFC	Hungary	Finalists	2009	Head Coach
Hungarian National Team	Hungary	Europe Tier 3	2009	Head Coach

NZ Club Coaching 15's and 7's

Fraser Tech Rugby Club	NZ	First Div Premiers	2001	Finalists
Fraser Tech Rugby Club	NZ	First Div Premiers	2002/4	Champions
Fraser Tech Rugby Club	NZ	Under 21's	2005	Finalists
Fraser Tech Rugby Club	NZ	First Div Premiers	2008	Champions

Players Included

Mark Cooksley	All Black
Sean Maitland	Lions, Scotland, Junior All Black, Crusaders Super 15
Savenaca Tokula	NZ Sevens, Super 15 and Waikato NPC Representative
James Kamana	NZ Sevens, Super 15 and Waikato NPC Representative
Toby Smith	Super 15 and Waikato NPC Representative
Greg Smith	Fijian Captain, Super 14 and Waikato NPC Representative
Nick Holten	Netherlands Captain, Super 14, Waikato NPC Representative
Josh Sole	Italy and Waikato NPC Representative
Shaun Hohneck	Super 14 and Waikato NPC Representative
David Briggs	Super 14 and Waikato NPC Representative
Michael Collins	Super 14 and Waikato NPC Representative
Vern Kamo	Super 14 and Waikato NPC Representative
Roimata Hansell-Pune	Super 14 and Waikato NPC Representative

Fraser Tech Rugby Club is one of New Zealand's strongest clubs, has competed and won national club competitions and produced many All Blacks and Elite coaches over its long and proud history including former **Super 12 Coach Kevin Greene, Super 14 Coach Farrell TeMata and All Black Coach John Mitchell**

- 2004** Waikato 16's provided the most players to be picked for the New Zealand u17 Junior All Blacks
Ten Players chosen in main squad (ranked in top 3 in individual position in NZ)
Two Players chosen as first reserves (ranked 4th in individual position in NZ)
- 2005** Waikato 18s provided 7 players for the NZ u19 Junior All Blacks and NZ Schoolboys squads.

Nominations First age group level representative coach and team to be nominated for Coach of the Year in 2003, 2004 & 2005 and team of the year 2003, 2004 & 2005 at Waikato Rugby Union annual awards.

2014 Reference Contacts

Kent Currie **Waikato Rugby Union Coach Development Manager**
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Esztergom Rugby Club President
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Ravi Guneratne **CR and FC Rugby Board Chairman – Sri Lanka**
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Ronald Annandsingh **Caribs RFC President – Trinidad and Tobago**
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Dion Muir **Former NZ Maori Captain, Chiefs and Waikato Captain**
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Kevin Greene **Former Fraser Tech and Super 12 Coach**
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Lance Fletcher **New Zealand Harlequins Club Captain**
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Brett Caton **Fraser Technical Old Boys Rugby Club Captain**
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Harry Kino **Fraser Technical Old Boys Rugby Club Life Member**
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Playing Experience 15's and 7's

Representative: Waikato and Hamilton Senior Representative 1988 - 93
Waikato Age Group 1984
Thames Valley RU Senior Representative 1993

Club:	Fraser Technical Old Boys NZ	Under 19's	1985	Waikato Champions~
	Fraser Technical Old Boys NZ	Under 21's	1986	Waikato Champions~
	Fraser Technical Old Boys NZ	Premiers	1986	Finalists*#
	Fraser Technical Old Boys NZ	Premiers	1987	Waikato Champions*#~
	Fraser Technical Old Boys NZ	Premiers	1988	Waikato Champions*#~
	Fraser Technical Old Boys NZ	Premiers	1989	Finalists*#
	Fraser Technical Old Boys NZ	Premiers	1990	Waikato Champions*#~
	Fraser Technical Old Boys NZ	Premiers	1991	Semi - Finalists*#
	Fraser Technical Old Boys NZ	Premiers	1992	Semi - Finalists*#
	Fraser Technical Old Boys NZ	Premiers	1993	Waikato Champions*#
	Abbotsford RFC	Canada	1993/4	
	Roosendale RFC	Holland	1994/5	
	Kirby Lonsdale	England	1995/6	
	Fraser Technical Old Boys NZ	Senior Reserve	1997 – 2003	Waikato Champions"~

~ Top points scorer in Waikato competition
1986 – 92 Winners of Stag Trophy and Binnie Cup
1988 Winners of Lion Red Cup (National Competition)
1989 – 91 Winners of Haswell Catley Trophy

Overseas: Abbotsford RFC Canada 1993/4
Roosendale RFC Holland 1994/5
Kirby Lonsdale RFC England 1995/6

School: *Fraser High School 1st fifteen 1981-84*

Previous Working History and Qualifications

2002 – 2005 Sport Waikato/Waikato Tennis Association Professional Tennis Coach and Development Officer

This work involved the coaching of all age groups both amateur and professional levels, the creation, implementation and expansion of new and existing tennis programmes in schools and clubs, facilitation of meetings, delivery of qualifications, educating, development and assessing new and existing coaches, advertising, interviewing, trialing, selecting and recruiting players and coaches and the general promotion of tennis throughout the greater Waikato region.