



JOB DESCRIPTION

1. Job Particulars:	
Job Title: Analyst – Junior Men	Department: High Performance
Direct Reports: None	Travel Required: Yes
Reports to: Senior Manager – Technical Performance	Fixed Term contract: 2 years
2. Purpose of Job:	
To provide advanced video analysis, live insights, and professional data reporting that meaningfully influence coaching decisions and player development. To operate with precision, speed, and technical competence, ensuring the team has the information it needs to gain a competitive edge.	
3. Key Results/ Accountabilities expected from job	

Key Responsibilities

1. Performance Analysis

- Build and maintain a professional, efficient coding and tagging system in Hudl Sportscode aligned with the Junior Springbok game model.
- Analyse all training sessions and matches (live and post-event), identifying trends, behaviours, and key performance indicators.
- Produce structured opposition previews to inform tactical planning.
- Maintain season-long databases of team and individual performance metrics.
- Film all Junior Springbok / Junior Men training sessions, using the appropriate equipment (e.g., elevated cameras, drones, fixed installations), ensuring footage is clear, stable, correctly aligned to the game model, and available for immediate or rapid post-session analysis.

2. Data & Reporting

- Produce high-quality, coach-friendly data visualisations using appropriate tools (PowerBI or equivalent).
- Present clear previews and reviews to coaching staff.
- Translate complex datasets into simple, actionable insights for player development and game understanding.
- Collaborate with coaches to refine KPIs and analysis frameworks that suit the evolving demands of international junior rugby.

3. Game Day Analysis Operations

- Set up and manage all analysis systems in the coaching area on match day.
- Ensure access to live video feeds where broadcast infrastructure allows (noting this depends on host broadcasters).
- Establish and verify connections required for live coding, instant review, and data capture.
- Provide real-time analysis and rapid feedback during matches.

4. Turnaround Standards

- **Post-match:** Provide coaches with footage and a high-level code within **5 hours** of full-time. Live code is available immediately post-match.
- **Post-training:** Provide footage and a high-level code within **2 hours** post training, considering drone capability and field setup at SAS.
- Ensure all files are labelled, structured, and uploaded to the required SARU platforms.

5. Video Workflow & Infrastructure

- Capture, synchronise, catalogue, and archive all match, training, and opposition footage for the Junior Springboks.

- Manage within laptop and Hudl storage limits; coordinate with SARU operations regarding the need for a dedicated server at SAS.
- Maintain all analysis hardware and software, ensuring functionality and updates.

6. Data Integration

- Support the integration of video, GPS, medical, and S&C datasets where needed.
- Work with SARU performance staff to enhance multi-disciplinary alignment, recognising the technical complexity and the need to build expertise in this area.

7. Quality Assurance

- Apply strict quality-control processes to coding, tagging, reports, and uploaded files.
- Maintain consistency and accuracy across all analysis outputs.

8. Coaching Support – Technology & Presentations

- Assist coaches with all technology required for previews, reviews, and presentations.
- Assist coaching staff with the technology required to perform their roles effectively, including support with software, devices, presentation tools, and any analysis-related systems that enable efficient review, planning, and communication.

9. Talent Identification Insights

- Provide targeted reports, comparative video packages, and analytical insights to support SARU's talent identification processes.
- Benchmark identified players against Junior Springbok standards.

4. Experience & Expertise (Typical educational qualifications & experience)

- Relevant tertiary qualification in performance analysis, sport science, or high-level coaching experience (URC, Super Rugby, Varsity Cup, Currie Cup, SA Cup, National team equivalent).
- 3-5 years' experience in elite or professional rugby analysis.
- Experience in video capture, live coding, and match-week analysis workflows.

5. Critical Competencies

Core Competencies

- **Leadership & People Development** - Provides support and shares knowledge with peers. Welcomes feedback and learning.
- **Resilience** - Seeks support when overwhelmed and takes initiative to manage stress and emotions constructively.
- **Operational Excellence & Ambassadorship** - Delivers assigned tasks reliably and upholds SARU's values in everyday actions.
- **Agile Innovation & Adaptability** - Responds to change with flexibility. Open to learning and trying new ways of working.
- **Collaboration & Communication** - Shares relevant information clearly. Listens to understands and contributes constructively in teams.
- **Strategic & Commercial Thinking** – Understands SARU's goals and considers basic resource and financial impacts in decision-making.

Technical Competencies

- Advanced proficiency in Hudl Sportscode.
- Skills in data visualisation tools (e.g., PowerBI or equivalent).
- Understanding of rugby systems, trends, and tactical frameworks.
- Ability to operate at pace and under pressure with high accuracy.
- High attention to detail and precision under pressure.
- Problem-solving skills in live performance environments.
- Ability to present information clearly and concisely to coaches and players.
- Time-management skills.