



WELLINGTON PHOENIX FC

POSITION DESCRIPTION

E RERE TE KEO • EST. 2007

Job Title	Youth Female Academy Physical Performance Scientist
Business / Function	Football Department / Female Academy
Location	Lower Hutt, Wellington
Reports To	Head of Female Academy Physical Performance Scientist
Direct Reports	Nil
Job Type	Part Time (0.7 FTE)

JOB SUMMARY

Wellington Phoenix FC exists to develop the finest talent in New Zealand and set a new standard for football on the world stage. We play to win. We protect what we represent. We rise together. Guided by the Phoenix Way — courage, conviction, and connection — we are bold, people-first, and relentless in pursuit of our purpose: developing unbelievable home-grown talent, competing for A-League titles, and representing our diverse city with pride.

The Youth Female Academy Physical Performance Scientist leads the implementation of the club's physical performance philosophy with the Women's U18 and U16 Academy Teams. The role enhances the physical performance of female athletes through data-driven insights, research and innovative training methodologies, working within a multi-disciplinary team to maximise the development and potential of academy players. This role primarily serves the Develop pillar — building female players physically through every stage of the pathway — and supports Play to Win through matchday readiness aligned to the Phoenix Way. The ideal candidate has a strong background in sports science, excellent leadership skills and a passion for female athlete development.

CLUB STRATEGY — FOUR STRATEGIC PILLARS

FIND	Recruit players who fit the Phoenix Way — at every level of the club. Style fit and character are non-negotiable. The right player for Wellington Phoenix is identified before windows open, not during them.
DEVELOP	Build players through every stage of the pathway — from U14 to the first team. Long-term vision and patience underpin everything. Development is measured against the Phoenix Way standard at every level.
PLAY TO WIN	Execute the Phoenix Way. Win matches. The identity is non-negotiable — the coach's tactical recipe is theirs. What we hold constant is the standard every team is measured against every time we play.
SELL	Support players to take the next step when the right opportunity arises. We work collaboratively with each player to agree the right timing and fit, while ensuring their ambition and the club's investment are properly recognised.

KEY RESPONSIBILITIES

1. Leadership & Strategy

- Oversee the physical performance strategy for the U18 and U16 female players in the academy.
- Work alongside a team of performance scientists and support staff, fostering a collaborative and innovative environment.
- Align physical performance planning with the club's physical performance philosophy and the Develop pillar of the Phoenix Way.

2. Performance Analysis

- Conduct comprehensive assessments of athletes' physical performance, including strength, conditioning, wellness and injury prevention.

- Utilise technology and data analytics to monitor and evaluate athlete progress and training loads through the club's athlete monitoring platform (Kitman Labs).
- Communicate monitoring findings to coaching and medical staff to inform training and player management.

3. Programme Design

- Following the club's physical performance philosophy, design and implement individualised training programmes tailored to the needs of female athletes in the U18 and U16 teams.
- Ensure that training programmes align with the overall goals of the club's physical performance philosophy and support athlete well-being.
- Adapt programmes to the match schedule, training loads and individual player needs through the season.

4. Research & Development

- Stay updated on the latest research in sports science and integrate relevant findings into training programmes.
- Collaborate with other staff to enhance the academy's knowledge base.
- Apply research findings with the specific needs of female athletes in mind.

5. Education & Mentorship

- Provide education and mentorship to the female athletes on best practices in physical performance.
- Lead workshops and seminars with the female athletes to promote knowledge sharing and continuous learning.
- Help players understand load, recovery and wellbeing as part of their own development.

6. Collaboration

- Work closely with coaching staff, sports medicine teams and other stakeholders to ensure a holistic approach to athlete development.
- Contribute to the integration of performance science across all academy programmes.
- Communicate with sports medicine and coaching staff on player welfare and availability.

7. Women's U18 & U16 Teams

- Act as the 'team' Physical Performance Scientist for the Women's U18 and U16 Teams, attending training sessions and games of the team.
- Support the Phoenix Identity in training and on matchdays — Forward First Mindset, 1v1 Fearlessness, Positive Risk-Taking and Defend with Intensity — by preparing players physically to sustain these behaviours.
- Support matchday readiness and recovery for the U18 and U16 teams in collaboration with coaching and medical staff.

8. Reporting, Culture & Compliance

- Produce regular performance reports for the Academy Director, the Head of Female Academy Physical Performance Scientist and the Head of ALW Physical Performance Science as required.
- Uphold the Phoenix Way values in every interaction — no egos, no passengers, tough, tight, and connected.
- Ensure all activity meets regulatory, safety, and safeguarding standards.
- Promote holistic player welfare — physical, mental, and emotional — in an inclusive, safe environment.
- Support leadership in maintaining team culture and standards across the environment.

QUALIFICATIONS & EXPERIENCE

Essential

- Bachelor's degree or higher in Exercise Science, Sports Science or a related field.
- Experience in sports performance science, preferably within a female academy or talent development environment.
- Experience in developing and implementing performance programmes for youth female athletes.
- Strong analytical skills and proficiency in performance analysis software.
- Excellent communication and leadership abilities.
- Ability to work collaboratively in a multi-disciplinary team.
- First aid certificate.
- Full driver's licence.
- Ability to work Monday to Sunday (subject to the schedule of the academy training and match week).

Desirable

- ASCA Level 1.
- Knowledge and understanding of international football sports science best practices.
- Knowledge of New Zealand Football and the Federation player development pathway.

Key Competencies

- Passion for female athlete development and physical performance — aligned to Centre Circle (Manaakitanga): puts players at the centre and invests in their growth.
- Innovation and continuous improvement — aligned to Rise to the Call (E Rere Te Keo): pursues better methods and relentless growth.

- Organisation and attention to detail — aligned to Guardians of the Tohu (Kaitiakitanga): protects the standards of the programme and the badge.
- Collaboration within a multi-disciplinary team — aligned to Magnificent Teammates (Whanaungatanga): communicates clearly and holds shared standards.

PERSONAL ATTRIBUTES & WORKING CONDITIONS

Personal Attributes

- **Rise to the Call (E Rere Te Keo)** — Fearless, ambitious, and relentless — in every moment, at every level. - Compete to win — every game, every session, every decision - Positive risk-taking — in play, in development, in leadership - Relentless pursuit of growth — never satisfied, always learning - Resilience after setbacks — respond, don't react
- **Guardians of the Tohu (Kaitiakitanga)** — Protect the badge. Elevate the legacy. Leave the jersey better than you found it. - The tohu comes first — always bigger than the self - Honour what the badge means to this city and this country - Give everything, every time — no excuses, no shortcuts - Represent our bicultural identity with pride
- **Magnificent Teammates (Whanaungatanga)** — Tough, humble, honest — and unshakably committed to the people around you. - High standards, shared responsibility — everyone is accountable - Communication and connection — constant, clear, honest - Unity in diversity — one team, one cause, every background welcome - Lead by example regardless of age or experience - Elevate those around you — your teammates' success is your success
- **Centre Circle (Manaakitanga)** — Our people are our power — and we place them at the centre of everything we do. - Create an environment where every person can thrive - Support, lift, and protect the people in our circle - Invest in the growth of others — not just yourself - Celebrate team success above personal recognition - Inclusive, safe, and connected — from U14 to first team

Working Conditions

- Flexible schedule, including evenings and weekends.
- Travel for games, scouting, and training camps as required.
- On-site presence at training facilities and matches.
- Attendance at Women's U18 and U16 academy training sessions and games, with availability Monday to Sunday subject to the academy training and match week schedule.

AGREED BY

Incumbent:	Date:
Director of Football:	Date: