

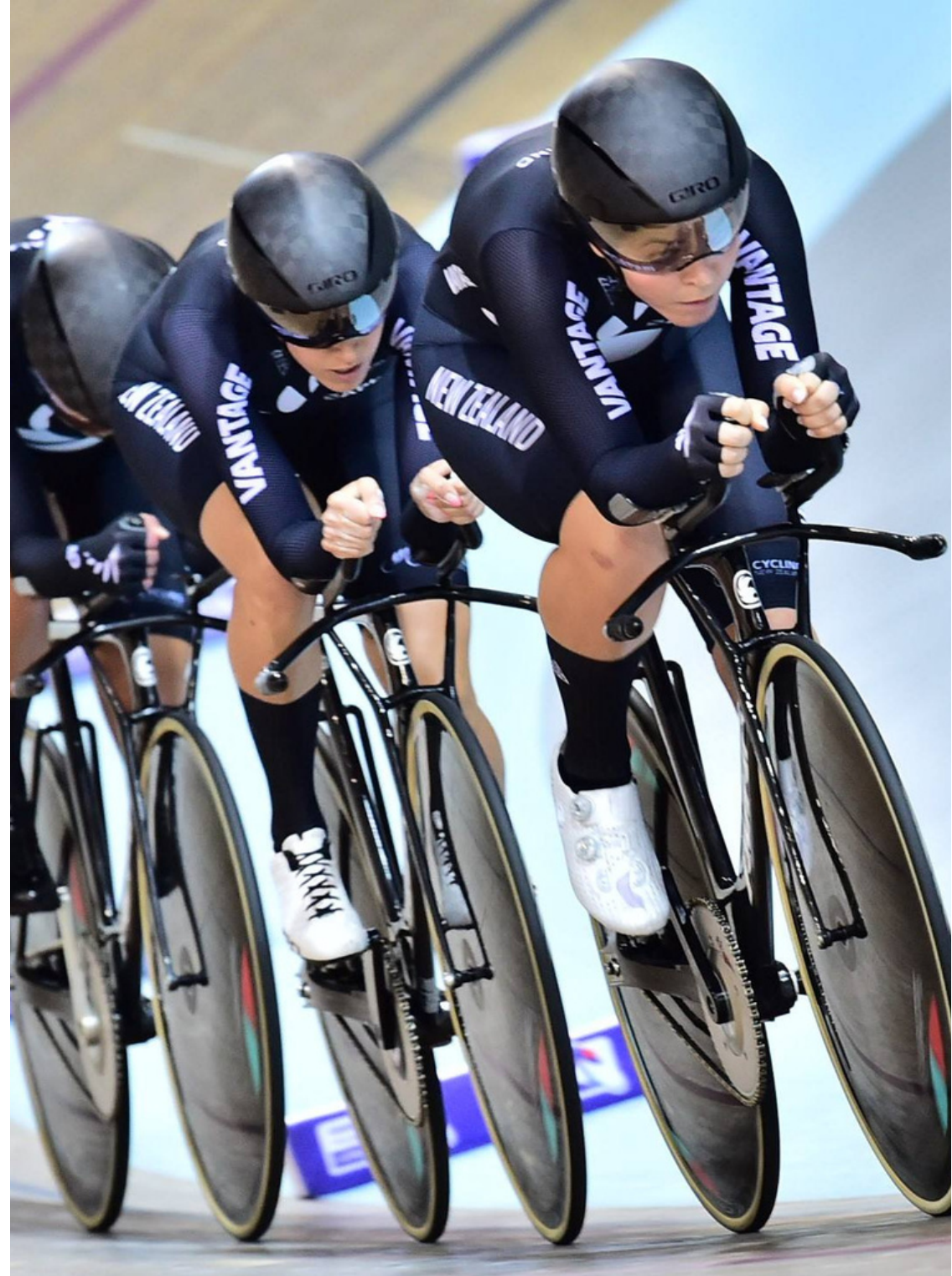


**HIGH PERFORMANCE
SPORT NEW ZEALAND**

Waikato Regional Medical Lead

High Performance Sport
New Zealand

SPORTSPEOPLE
RECRUITMENT



- **Deliver world leading medical support to athletes**
- **Expand the breadth and quality of healthcare support**
- **Support the delivery of medical services within Waikato**
- **Cambridge location**

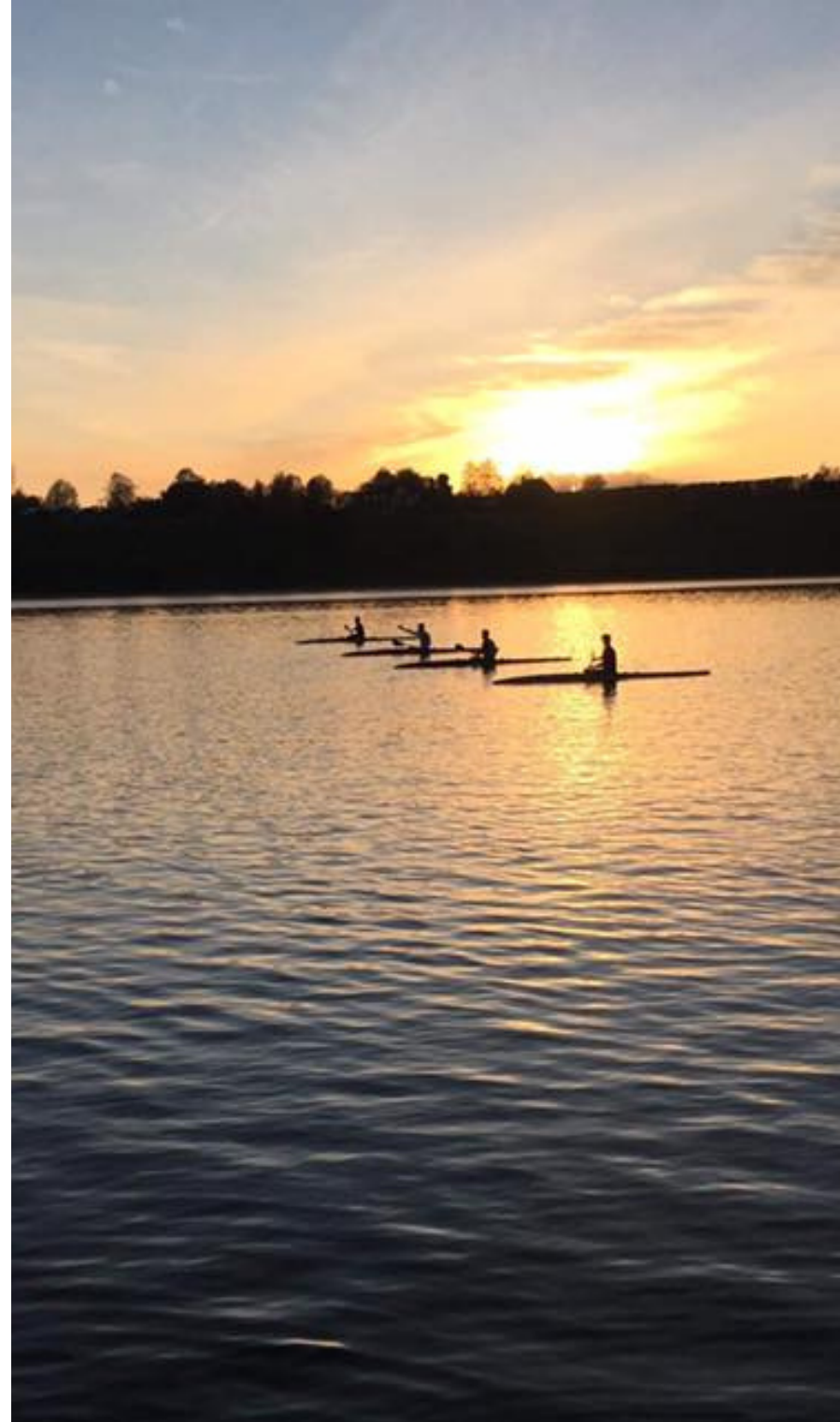
About Sport New Zealand Group

Sport New Zealand (Sport NZ) and High Performance Sport New Zealand (HPSNZ) have a shared purpose – to contribute to the wellbeing of everyone in Aotearoa New Zealand. Together they believe that growing the quality of participation opportunities helps to maximise wellbeing and feeds the pathway to elite sport, and success on the world stage in turn helps inspire participation.

Sport NZ is a kaitiaki (guardian) of the play, active recreation, and sport system in Aotearoa New Zealand.

High Performance Sport NZ leads the high performance sport system, supporting athletes and coaches to deliver performances on the world stage that inspire the nation and communities, helping to build national identity and promote New Zealand internationally.

As a crown agency, Sport NZ and HPSNZ promotes and supports quality experiences in play, active recreation and sport, including elite sport, to improve levels of physical activity and ensure the greatest impact on wellbeing for all New Zealanders. Together, Sport NZ and High Performance Sport NZ provide end-to-end leadership of the system in partnership with key National Sport Organisations (NSOs).



High Performance Sport New Zealand

Vision: Inspiring Performance Every Day

Role: HPSNZ's role is to enable and empower world class sporting performances that inspire New Zealanders, within environments that value wellbeing. Working in partnership with National Sporting Organisations (NSOs) to target specific sports and campaigns, HPSNZ contributes specialist performance support resources and expertise, and provides strategic investment to enable success on the world stage. HPSNZ also supports the wider high performance sport system, providing independent advice and knowledge.

Strategically, the focus is on achieving systems shifts in the following areas:

- Wellbeing and Leadership: Enriching performance environments that empower and support individuals to optimise their potential and enhance their ability to thrive in their sporting and non-sporting lives. Also remaining committed to supporting NSOs in their focus on addressing the issues of athlete voice and gender equity in high performance sport leadership and coaching roles.
- Performance Pathways: Greatly enhanced performance pathways delivering an accessible national performance network for the development of future talent, while providing elite athletes with the support they need to become world class. Performance pathways are designed to support the identification and development of athletes and coaches who have the potential to win on the world stage, while supporting elite athletes in their endeavours.
- Funding and Investment: An expanded funding and investment framework with greater agility, enabling investment in more sports, more athletes to be identified earlier and more communities engaged and inspired by New Zealand's success.

The Waikato Regional Medical Lead is an important member of the HPSNZ Team. This is an exciting time to be part of leading HPSNZ through a period of change and transition focused on playing to strengths and creating a more customer-focused future.



Waikato Regional Medical Lead

An exciting opportunity has arisen within High Performance Sport New Zealand to lead the Performance Health team across the Waikato Region, supporting the development of sustainable world class medical support to Waikato based athletes.

In addition to being responsible for ensuring the delivery of world leading medical support to NSO identified elite athletes, through its regional leadership, this role will be central to expanding the breadth and quality of healthcare support to all identified athletes in the Waikato. The beautiful Waikato region is home to many of New Zealand's most successful sports and athletes, including cycling, kayaking and rowing.

In collaboration with the HPSNZ Director of Performance Health, the successful candidate will play a leading role in the future development of the support to elite New Zealand Athletes. Due to the significance of this role, it is anticipated that the successful individual will play a central role in supporting pinnacle event medical coverage.

This unique opportunity would suit an individual with a proven track record in working in elite sport healthcare and desires to have a significant impact on the future of New Zealand sport. The successful candidate will hold a medical degree and post graduate qualification in sports medicine accompanied by a range of skill sets, including a strong clinical, leadership and research background.

Job Purpose

- Lead the provision of medical support to elite athletes within high performance programmes in the Waikato region. This includes the development of appropriate region-specific processes and protocols aligned to the HPSNZ Performance Health model and establishing world class medical practices including education and research.
- Support the clinical delivery of medical services to NSO identified athletes within the Waikato region including optimising the education, health and wellbeing of athletes.



Key Accountabilities

Healthcare Leadership & People Management

- Provide clinical and operational leadership to the delivery of sports medicine services to relevant NSO's within the Waikato region.
- Facilitate the incorporation of all elements of the HPSNZ Performance Health Model into the Waikato regional Performance Health support.
- Facilitate a proactive, inter-disciplinary approach to athlete health and performance.
- In collaboration with the HPSNZ Director of Performance Health, develop and implement Waikato specific medical policies and procedures consistent with the HPSNZ Performance Health model.
- In collaboration with the Director of Performance Health, ensure the on-going development and annual review of the Waikato NSO's high performance medical policies.
- In collaboration with the Director of Performance Health provide leadership and/or support to the development of key athlete health related initiatives (including concussion management, women's health, infectious disease management, travel, skin health, mental health and cardiac health).
- Ensure the ongoing development, operation and review of appropriate regional medical support for HPSNZ identified athletes.
- In collaboration with Performance Physiotherapy, establish and operate a regional sport specific injury / illness monitoring and intervention model aligned with the national approach, to ensure the highest levels of risk attenuation and management.
- Where necessary, facilitate the establishment of continuous sports specific injury / illness and antidoping education programmes within the respective regional NSO's.
- Approve, as appropriate within HPSNZ clinical and budgetary guidelines, specialist expenditure within the High Performance structure (e.g. Osteopathy, Chiropractor, Pilates etc.) within the Waikato region.
- Ensure the appropriate credentialing of the medical practice and practitioners in the Waikato region.
- Support the professional development of all clinical providers in the Waikato region through the development of an educational programme in the Waikato region.
- Support all elements of the functioning and operation of HPSNZ medical practitioners in the Waikato region.
- Establish an appropriate clinical research model for the Waikato region that supports the development of best medical practice.
- Ensure Waikato athletes are appropriately vaccinated with respect to their travelling demands, and with the HPSNZ Director of Performance Health, ensure the development and maintenance of a vaccination database.
- Collaborate with the Performance Nutrition team on athlete supplementation issues and provide leadership for the on-going review of supplementation practices.
- Ensure the Dissemination of information relating to WADA and anti-doping regulations and by working closely with DFSNZ, assist in the development of regional anti-doping education and practices.
- At the end of each calendar year provide an annual report on Waikato service delivery processes to Director of Performance Health. This should incorporate a review of the years' service provision, identify any key incidents, review and summarise utilisation and injury/illness data, cardiac status of Athletes and Performance Health planning for the subsequent year.

- Ensure the application of ethical principles in all aspects of healthcare.
- Where and when necessary provide cover/deputise for the Director of Performance Health

Clinical Sport Medicine: Injury and Illness Management

- Provide timely clinical (medical) services within the Waikato, including:
 - Ensuring the completion of "Periodic Health Evaluations" (PHE) and "Periodic Cardiac Evaluations" (PCE) for supported Athletes in the Waikato region.
 - Facilitate the completion of "De-Carding Medicals" as required.
 - Clinically review and support injury/illness diagnosis and management plans, including on-going monitoring of progress, and return to training / play decisions for supported athletes.
 - Ensure the timely development and communication of inter-disciplinary management plans to relevant individuals.
 - Collaborate and work effectively with the relevant support staff (e.g. coaching, physiotherapy, massage, osteopathy, strength and conditioning, performance, and/or technique analysis) on injury/illness case management.
- Where necessary and appropriate, support athlete and NSO preparation for international travel.
- As required support pinnacle event (Olympic Games, Commonwealth Games, World Championships) medical coverage.

Key Accountabilities (continued)

Sport Specific Leadership

Where required and mutually agreed, the Waikato Regional Medical Lead may fulfil the role/requirements of a sport specific Medical Director, including:

- Establishing, monitoring and ensuring the completion of “periodic health evaluations” (PHE) and “Periodic Cardiac Evaluations” (PCE) for identified NSO athletes.
- Actively participating in interdisciplinary case management and sport specific health and performance conversations with NSO performance staff.
- Collaborating with NSO specific support staff (physiotherapy, nutrition, massage, osteopathy/chiropractic, strength and conditioning, sports psychology, performance and/or technique analysis) on injury/illness case management.
- Ensure NSO Athletes have appropriate vaccinations and proactive health care support, and the completion of an accurate database of that information.
- Facilitating the completion of appropriate “De-Carding Medicals” concomitant with the completion of an athletes funded sporting career.
- Providing centralised coordination for medical treatment and advice for overseas based athletes (including the establishment of protocols for injury and illness management for athletes travelling or living overseas).
- Ensuring the Dissemination of information relating to WADA, DFSNZ and anti-doping regulations and assist in the development of sport specific anti-doping education and practices.
- Where required and mutually agreed, travel with NSO teams to provide healthcare at pinnacle events or camps.

- Ensuring that NSO touring teams are appropriately prepared and have appropriately resourced medical kits.
- Ensuring that athletes meet the international federation requirements for eligibility and participation.
- Where necessary and able, ensure sport specific anti-doping requirements are met, including any Therapeutic Use Exemptions (TUEs) and maintain a medical database of TUE data.

Quality Assurance

- Prepare an annual report for the Director of Performance Health.
- Ensure maintenance of professional certification and standards through ongoing professional development, meeting the needs of the respective medical colleges.
- Attend and contribute to:
 - Regular meeting of Medical Directors
 - Annual APS Pillar Day
 - HPSNZ Educational/ training sessions
 - Annual SMNZ Performance Health Providers Meeting



Key Relationships

Reports to: Director of Performance Health

Direct Reports:

- Rowing NZ Medical Director
- Rowing NZ Doctor
- Cambridge Medical Officer

Internal Relationships

- NSO Medical Directors
- APS Staff

External Relationships

- HPSNZ Identified elite Athletes
- New Zealand Olympic Committee
- DFSNZ
- WADA
- FIH Medical Commission
- Medical Providers

Health, Safety & Wellbeing

All HPSNZ employees have a responsibility to work towards maintaining a safe and healthy work environment for both work colleagues and visitors, including contractors. This is achieved by:

- Practicing and encouraging safe work methods, using resources and equipment appropriately.
- Taking all reasonable and appropriate steps to minimise and where possible, eliminate the risk of harm or injury to others.
- Reporting all workplace hazards and accidents to the appropriate person or authority.
- HPSNZ health, safety & wellbeing policies and processes are observed and implemented on time and to standard.

HPSNZ Cultural Behaviours

- We build trust and mutual respect
- We team up to be stronger together
- We learn and adapt
- We prepare ourselves and others for sustained success
- We own our performance

Treaty of Waitangi

All HPSNZ staff must have knowledge of, and commitment to, the Treaty of Waitangi.

HPSNZ is committed to upholding the mana of Te Tiriti o Waitangi and Treaty principles of Partnership, Protection and Participation.

HPSNZ is also committed to building a bi-cultural foundation that acknowledges:

- Our past - HPSNZ is committed to upholding the mana of Te Tiriti o Waitangi
- Our present - HPSNZ is the kaitiaki of the high performance sport sector
- Our future – drawing down on tangata whenua wisdoms to accelerate our HP sector

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

Essential

- Medical Degree
- Post graduate qualification in Sports Medicine
- Experience working within national and regional sports organisations
- Experience working within a High Performance programme
- Proven leadership ability
- Proven ability to work collaboratively in a team environment
- Proven track record in relevant sport related research and education
- An understanding of elite sport or performance outcome environment
- An understanding of writing and reporting protocols

Desirable

- Working knowledge of Cycling, Kayaking and/or Rowing medicine and international governing bodies
- Experience and IT literacy with medical systems
- An understanding of the HPSNZ Provider Network and systems
- Fellow of Australasian College of Sports Physicians (or international equivalent)
- An understanding of the HPSNZ Provider Network and systems

Hours of Work

This is a permanent full time position. Given the unique nature of the sport industry, working outside of office hours may be required from time to time.

In line with the flexible working arrangements policy, flexible work arrangements as part of this role may be explored.

Location & Travel

The role is based at the HPSNZ National Performance Centre - Cambridge, at the Avantidrome, 15 Hanlin Road, Cambridge. Some travel within New Zealand may be required from time to time.

Remuneration Guide

A senior executive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experience. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

HPSNZ website: hpsnz.org.nz

Facebook: facebook.com/hpsnz

Twitter: twitter.com/HPsportNZ

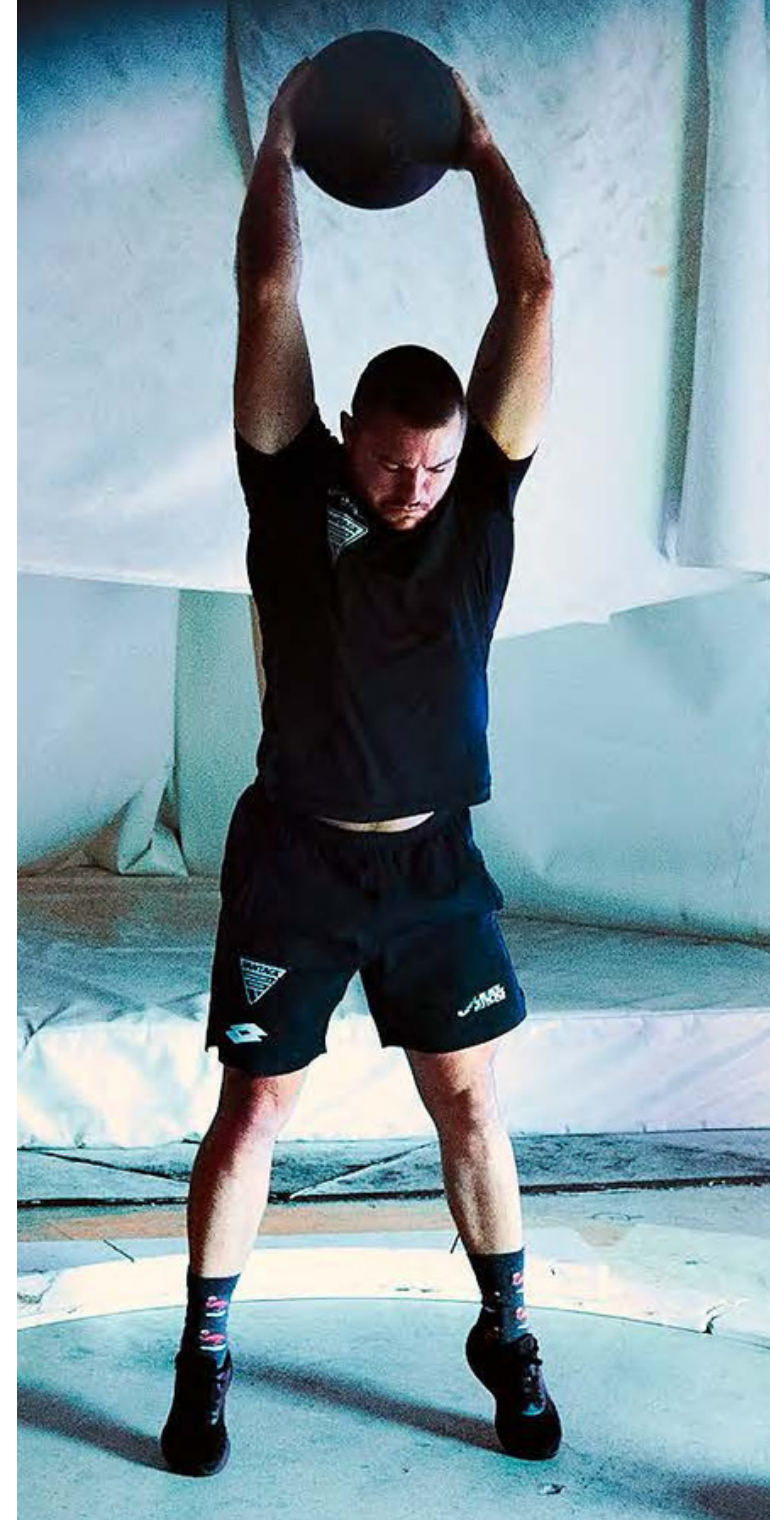
Residency & Immigration

HPSNZ will consider internationally based candidates who meet work visa requirements and will accommodate time for relocation should this be required prior to starting.

Timelines

Final interviews and the appointment of the Waikato Regional Medical Lead, High Performance Sport New Zealand are scheduled for late February / early March, 2023.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.



Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications Close: 5pm Friday 27 January, 2023

Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via **sportspeoplerecruitment.com/jobs**

Enquiries

In the first instance general enquiries should be directed to **Karen Good on +64 21 231 9602** or **FREECALL NZ 0800 634 388** or **+61 2 9555 5000** or via **jobs@peoplerecruitmentgroup.com**.

About Sportspeople Recruitment

The Waikato Regional Medical Lead, High Performance Sport New Zealand search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 26 years in 2022 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by High Performance Sport New Zealand as the exclusive search partner for the Waikato Regional Medical Lead position.

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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