



Psychologist (Canoe Sports)

High Performance
Sport New Zealand

SPORTSPEOPLE
RECRUITMENT



- **Positively impact and lead the wellbeing and performance of New Zealand's elite canoe sport athletes**
- **Work collaboratively within a multidisciplinary team**
- **Based at Mairangi Bay, Auckland (travel with the team)**

About High Performance Sport NZ

Sport New Zealand Ihi Aotearoa (Sport NZ) and High Performance Sport New Zealand (HPSNZ) together make up the Sport New Zealand Group – enabling communities to be active through to inspiring performances on the world stage.

HPSNZ leads the high performance sport system, working together with National Sporting Organisations (NSOs) to support and empower 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.

Partnering with specific sports and campaigns, HPSNZ provides the financial investment, specialist resources, knowledge and inspiration necessary to elevate their athletes to their highest potential.

HPSNZ offers a dynamic, collaborative environment working alongside world-class talent to offer a diverse range of career opportunities spanning innovation, intelligence, coach and athlete support, wellbeing, sport science, leadership and more.

HPSNZ Vision: Inspiring Performance Every Day

HPSNZ Mission: Work in partnership to deliver a high performance system that enables our athletes to excel on the world stage

HPSNZ Role: To enable and empower world class performance in an environment that values wellbeing.

HPSNZ Values: These values represent what is universally important to us:

He Tangata – We stand for the people

Mahi Toa – We strive for the remarkable

Ngātahi – We're better together



Psychologist (Canoe Sports)

Reporting to the Head of Psychology, the Psychologist will work as part of the HPSNZ multidisciplinary Performance Support team based in Auckland and work collaboratively within the established Sport Psychology team. The role will provide mental health assessment and support to Canoe Sport athletes, as well as supporting the broader HPSNZ mental health strategy, and providing performance enhancement support.

Delivering technical leadership in alignment with Canoe Racing New Zealand (CRNZ), the role will positively impact and lead the wellbeing and performance of athletes through psychological services (i.e., policy/program development, system wide assessment, prevention work, consultation, individual/group psychotherapy, and crisis triage).

Providing oversight and guidance in a collaborative fashion with CRNZ, athletes, coaches and support staff, there is a focus on integrating the psychology programme into the holistic High Performance culture of the sport with a balance of wellbeing and performance to achieve ambitions in sport and life. The Psychologist will use evidence-driven solutions related to the prevention of states of ill-health and underperformance, while fostering enhanced health, learning, development, motivation, emotional/cognitive abilities, and overall resilience.

To be considered for this role, you will be a registered or licenced clinical/counselling psychologist, ideally with a sport speciality. A strong background providing psychological services in settings such as community mental health, tertiary education health, hospital settings, and/or private practice is required. Experience supporting elite or professional athletes is preferred.

You are someone who is approachable, genuine, adaptable, with strong communication skills. You are passionate about athlete wellbeing and performance, and you are able to build trust, and apply psychological strategies that enhance both mental health and on-water outcomes.

Confident working within dynamic multidisciplinary team environments across health and human performance, you will possess both clinical skills (including assessment, triage, treatment in disposition) and an understanding of how to enhance human performance.

This is an exciting opportunity to play a key role in supporting elite canoe sport athletes, enhancing their performance and overall wellbeing as they strive for success on the world stage.



Key Accountabilities

As the Psychologist, you will:

Provide technical leadership and collaboration across the organisation

- Work at the organisational level with the NSO to provide consultation related to policy integrating psychological principles with health and performance enhancement.
- Develop and implement organisation policies/programs with the NSO and tailor to prevent ill-health and under-performance among individual athletes/teams, sport coaches, sport administrators and support personnel.
- Ensure a holistic approach to athlete development/learning while collaborating with various departments such as sports medicine and science, coaching, and administrative personnel.
- Implement an interdisciplinary approach to strategy/structure/programming to foster a cohesive environment that maximises performance potential and wellbeing, contributing to the organisation's overall success.
- Coordinate and co-manage Sport Psychology Contractors who will assist with focused delivery of support to key stakeholders within the NSO.

Contribute to wider interdisciplinary health team and performance staff

- Work as part of an interdisciplinary support team embedded within the NSO/Athlete Performance Support to collaborate and share knowledge and best practice related to psychological science.
- Provide psychological services both focused on health and human performance with the NSO for athletes and consultation to staff on both a regular and emergency basis, including crisis-intervention, assessment, counselling, and treatment in individual and group formats.
- Collaborate in efforts to provide services in new and creative ways while adhering to agency and ethical standards regarding case management, documentation, and parameters of service.
- Contribute to the development and implementation of the mental health and wellbeing strategic approach alongside the NSO.

Collaborate with and share knowledge with HPSNZ team

- Contribute to the wider HPSNZ network of sport psychology providers.
- Work closely with key HPSNZ and NSO staff to identify and engage in opportunities for collaboration to impact performance support to athletes.
- Participate in the HPSNZ wider mission in a variety of ways, such as collaborating with other disciplines and serving on projects and committees as assigned.
- Maintain a comprehensive database of work conducted with athletes and coaches and appropriate reporting.

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, incidents or near misses to the appropriate person or authority.
- Individual ownership of personalised wellbeing initiatives that are supported by HPSNZ/ Sport NZ.
- HPSNZ health, safety & wellbeing policies and processes are observed and implemented on time and to standard.

Key Relationships

Reports to: Head of Psychology

Direct Reports: Nil

Important Relationships

- NSO key stakeholders
- Sport Psychology Team
- Performance Health Team
- Athlete Performance Support Team
- Wellbeing and Leadership Team

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:

- Doctoral or Master's degree in Psychology (Clinical & Counselling)
- Current or registration eligible with NZ Psychology Board (or comparable knowledge and experience on a pathway to Psychology Registration)
- 5+ years of experience of providing psychological services as a psychologist in the following settings (e.g., tertiary education health, community mental health, outpatient/inpatient hospital settings, and private practice)
- Demonstrated experience in direct treatment (i.e., systems related work, assessment, consultation, psychotherapy, crisis intervention, and psychoeducation) with various populations and age ranges
- An understanding of best practice to deliver psychology support and experience delivering innovative approaches to enhance health and performance
- A thorough understanding of the various sports science and medicine disciplines, and ability to integrate interventions with these disciplines
- Ability to build and maintain effective relationships
- Track record of working to team values, as a team player
- A flexible and conscientious approach to work
- Ability to manage self and work with others effectively in challenging and high-pressured environments
- Ability and desire to work in both one-on-one and group situations
- Experience providing psychological services in an elite sport context (i.e., provincial, professional, and Olympic/Paralympic sports) - *desirable*

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

Hours of Work

This is a permanent full time position. Given the unique nature of the sport industry, working outside of office hours will 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

This position is based at the HPSNZ National Training Centre in Mairangi Bay, Auckland.

The nature of the position will require some domestic travel (and limited international travel) to attend pinnacle competitions and events (such as the Olympic Games, World Championships etc...).

Remuneration Guide

An attractive 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 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

Instagram: [instagram.com/hpsportnz](https://www.instagram.com/hpsportnz)

Facebook: [facebook.com/hpsnz](https://www.facebook.com/hpsnz)

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 this role are scheduled for November 2025.

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 Monday 27 October, 2025

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 **Scott Oakhill on +61 408 258 337** or **FREECALL NZ 0800 634 388** or via admin@sportspeoplerecruitment.com

About Sportspeople Recruitment

The Psychologist, 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 29 years in 2025 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 Psychologist (Canoe Sports) position.

Sportspeople Recruitment
Global Talent - Local Solutions
Proudly servicing Australia and New Zealand

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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