

Head of Inclusion & Safeguarding

The Head of Inclusion and Safeguarding leads the implementation of New Zealand Rugby's (NZR) Equity, Diversity, and Inclusion (ED&I) plans, overseeing the Culture, Inclusion and Safeguarding team to create welcoming and inclusive environments across the sport. This role drives the development and delivery of programmes, content, and initiatives that support rugby's diversity and inclusion goals, while managing key stakeholder relationships to ensure effective implementation across NZR and the wider rugby community. As an advocate for change, the Head of Culture, Inclusion and Safeguarding champions diversity, promotes inclusive practices, and ensures that all participants can see a place for themselves in rugby.

					
Location	Team	Leader	Employment Type	Direct Reports	Span of Control
Wellington	People, Safety & Wellbeing	Chief People Safety Wellbeing Office	Permanent	Three	Three
Key Stakeholder Groups Internal: NZR Employees, Professional Players, NZR Board, NZR People Committee External: Provincial Unions, Super Rugby Clubs, NZRPA, External Education/Training Providers, External D & I Orgs, Other Sports Orgs					

What You Do

Culture, Equity, Diversity & Inclusion Management

- Lead, coach and facilitate the Culture, Inclusion and Safeguarding Team to develop and embed organisational development solutions that deliver socially sustainable business impacts.
- Develop NZR's Equity, Diversity and Inclusion Plan then lead the implementation across the rugby system with appropriate resources and tools to support equity diversity and inclusion approaches.
- Lead and support NZR's broader role as an advocate for equity, diversity and inclusion through all aspects of our internal and external work programmes and communications.
- Provide leadership, practical advice, solutions and capability building for NZR and its stakeholders as we look to undertake initiatives across all culture, equity, diversity and inclusion dimensions.
- Develop tools and content in partnership with internal stakeholders and expert organisations.
- Lead the development and implementation of NZR's commitment to other diversity and inclusion priorities as and when agreed by Management and Board.
- Contribute to the creation and enhancement of NZR's reputation and improve public perception through ensuring positive representation of culture, equity, diversity, and inclusion programmes internally and externally.
- In conjunction with the Mental Health and Wellbeing Team, support change initiatives across NZR and the wider rugby community, ensuring wellbeing of people and players is prioritised.
- Where appropriate, identify pathways for sharing learnings and insights to create demand for NZR's culture, diversity & inclusion programmes.

- Be an ambassador for driving a more respectful, inclusive and diverse culture across NZR.

Safeguarding

- Ensure NZR has a robust framework, policy and processes in place to ensure effective Safeguarding awareness, risk management and reporting across the community and professional game.
- Oversee the delivery of Safeguarding advisory support across the rugby system.

Cultural Capability

- Oversee the delivery of the work programme in support of the Pasifika Strategy and Action Plan focussed on building cultural capability.
- Provide advice and support to the Kaihautu Maori as they look to build cultural capability across the system.

Communication & Relationship Management

- Work collaboratively across rugby to ensure that diversity and inclusion approaches are properly embedded into all rugby's work.
- Lead the development of effective, strong relationships with key stakeholders both within and outside rugby relating to diversity and inclusion.
- Lead and influence through effective communication to ensure Culture, Equity, Diversity & Inclusion initiatives are embedded across NZR business units.
- Engage positively and optimistically with stakeholders via education and consulting, for all matters relating to diversity and inclusion.

People Leadership

- Provide clear and supportive leadership to enable the Culture, Inclusion and Safeguarding team to achieve their goals and contribute to the direction of NZR to their full potential.
- Provide management and direction to the Culture, Inclusion and Safeguarding team in the development of business and operational plans to support the whole organisation.
- Establish and maintain effective working relationships with employees, external parties and other networks as required.
- Display outstanding leadership and decision-making qualities in managing and promoting NZR.
- Act as an NZR representative as required.
- Contribute to the development of a culture of operational excellence.

What You Bring

Key experience and skills include:

- Proven experience leading organisational or system-wide change initiatives and developing diversity and inclusion programmes.
- Demonstrated ability to work effectively with diverse communities, with in-depth knowledge of inclusion, diversity issues, trends, and best practice approaches.
- Strong communication skills, able to clearly articulate messages to varied audiences and influence individuals and groups positively.

- Demonstrated cultural capability – and experience building Māori and Pasifika capability across a large audience.
 - Highly skilled in relationship management, partnering effectively with colleagues, leaders, and external stakeholders to design and implement capability-building interventions.
 - Active listening skills with the ability to identify patterns, provide insights, and contribute constructively to decision-making.
 - Flexible, open-minded, and optimistic in promoting progress and opportunities for improvement.
 - Knowledge of organisational change principles and the ability to apply these in practice.
 - Understanding of sport and its societal influence is advantageous.
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