

JOB DESCRIPTION



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| Position Title | Black Ferns XV Physiotherapist |
| Business Unit | Professional Rugby & Performance |
| Reports to | Black Ferns XV Head Coach and NZR High Performance Player Development Manager – Women's |
| Location | NZ |
| Date | March 2026 |

New Zealand Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify New Zealanders. We have an ambition to be a world-leading sports organisation and enable all of rugby to be the best it can be.

New Zealand Rugby's purpose is to lead, grow, support and promote New Zealand's game. We strive for rugby teams in black that are unrivalled, a high-performance system that produces the world's best talent, competitions that fans love, and a community game that is strong and cherished. We are committed to New Zealand rugby being financially secure, attracting top partners and contributing actively to the global game.

New Zealand Rugby employs over 100 people. We're based in the Wellington head office, our Auckland office or in a variety of rugby roles throughout New Zealand. Responsibilities include management of our national teams, administration of our national competitions, and participation in international competitions including Test matches, as well as assisting community rugby throughout the country. The organisation has direct relationships with its members, including all 26 Provincial Unions, Investec Super Rugby and Super Rugby Aupiki entities, sponsors, partners and stakeholders such as the New Zealand Government.

New Zealand Rugby is one of New Zealand's largest sports organisations, with a team of employees committed to ensuring that our national game is run smoothly and effectively at all levels, all over New Zealand.

Purpose:

The Black Ferns XV Physiotherapist is responsible for maximising player performance and availability by:

- Minimising injury risk through screening, prevention strategies, and rehabilitation programs.
- Providing world-class physiotherapy services, including assessment, treatment, and return-to-play management.
- Developing and supervising prehabilitation programs to ensure players are physically prepared for training and competition.
- Implementing best-practice recovery protocols, ensuring optimal player recovery during training and competition.
- Collaborating with medical, performance, and coaching staff to maintain a holistic high-performance environment.

Key Tasks:

Major responsibilities and accomplishments expected of the position are:

| THE BLACK FERNS XV ARE A SUCCESSFUL WINNING TEAM | |
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| Performance Area | Expected Performance Outcomes |
| Leadership & Culture | <ul style="list-style-type: none"> • Foster a high-performance medical culture where player care, rehabilitation, and injury prevention are prioritised. • Work collaboratively with coaching, strength & conditioning, and management staff to ensure a team-first approach. • Encourage open communication with players, ensuring trust and confidence in medical support services. |
| Physiotherapy Services: | <p>In conjunction with the Black Ferns XV management team, ensure the following tasks are undertaken:</p> <ul style="list-style-type: none"> • Develop and oversee individualised prehabilitation programs, including: • Screening players for injury risk factors (modifiable risk factors). • Implementing rehabilitation and injury prevention programs based on screening results. • Provide physiotherapy services to players both domestically and internationally. • Coordinate and integrate injury management, ensuring a structured approach to returning players to full training and competition. • Implement best-practice recovery protocols for players while in training and competition environments. • Manage and coordinate massage therapy services, ensuring appropriate budget allocation. • Ensure the availability of taping, strapping, and protective equipment for all training sessions and matches. • Advise the coaching staff on players' injury and rehabilitation status as it relates to training and match readiness. • Collaborate with the Team Doctor and other medical professionals to develop innovative and evidence-based physiotherapy strategies. |
| Regional Coordination Role | <ul style="list-style-type: none"> • Develop and maintain relationships with regional physiotherapists to ensure consistency in player care across different environments. • Ensure alignment between national and regional physiotherapy services, providing clear protocols for treatment and rehabilitation. • Facilitate knowledge-sharing between national and regional providers, ensuring best practices are implemented consistently. |
| Reporting & Communication | <ul style="list-style-type: none"> • Maintain accurate and comprehensive medical records for all Black Ferns XV players. • Document injuries, treatments, and recovery data using NZR's electronic medical record systems (MedTech and Zed). • In collaboration with the Team Doctor, ensure player records are updated weekly, including: <ul style="list-style-type: none"> ○ Open injuries and treatment records. ○ New injuries and rehabilitation plans. ○ Compliance with professional medical documentation standards. ○ Complete all NZR and World Rugby Injury Surveillance Study reports for test matches and contribute to research on injury trends in women's rugby. |

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| | <ul style="list-style-type: none"> ○ Engage in regular case management meetings, providing updates on medical and performance status. ○ Communicate effectively with Provincial Union (PU) Hub medical teams, ensuring seamless information-sharing on player status and treatment. ○ Manage the physiotherapy budget, maintaining accurate financial records related to: <ul style="list-style-type: none"> ○ Medical services. ○ Equipment and supply orders. ○ Massage therapy allocations. ○ Work closely with NZR's Head of Medical to ensure alignment with NZR's medical expectations and protocols. ○ Attend NZR-led medical seminars and briefing sessions to stay up to date with the latest developments in sports medicine. ○ Collaborate with the Strength & Conditioning Coach and Team Doctor to produce an End-of-Season Medical/Fitness Report for each player, ensuring Provincial Unions receive relevant medical information for ongoing player care. ○ Participate in post-campaign reviews, evaluating physiotherapy services and identifying areas for improvement. |
| ACC Requirements | <ul style="list-style-type: none"> ● Manage ACC claims and classifications for player injuries, ensuring compliance with New Zealand's Accredited Employer Programme (AEP) and ACC regulations. ● Workplace Injury Claims (NZR-Contracted Players): <ul style="list-style-type: none"> ○ Treat injuries sustained while training or playing during or outside team assemblies as work injuries. ○ Submit claims through NZR's Claims Administrator via MedTech. ● Non-Work Injury Claims (Non-Contracted Players): <ul style="list-style-type: none"> ○ Ensure injuries sustained during or outside team assemblies are processed through ACC as standard claims if these are not due to programmed training sessions or matches. ○ Liaise with ACC-accredited providers, ensuring effective communication between NZR and external physiotherapists. ● Maintain up-to-date ACC and AEP records, including: <ul style="list-style-type: none"> ○ AEP claim numbers and tracking reports. ○ MedTech updates on injury progress and treatment records. ● Ensure compliance with NZR and ACC policies, including: <ul style="list-style-type: none"> ○ No surcharge for players treated during team assembly periods. |

Key Relationships

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| <ul style="list-style-type: none"> • This position reports to: | Black Ferns XV Head Coach NZR High Performance Player Development Manager – Women’s |
| <ul style="list-style-type: none"> • Other areas/people that report to this position’s immediate manager: | Black Ferns Head Physiotherapist |
| <ul style="list-style-type: none"> • This job’s direct reports are: | N/A |
| External Relationships <ul style="list-style-type: none"> • World Rugby Medical & Player Welfare Staff • High-Performance Physiotherapists & Sports Medicine Experts • Match Officials & Tournament Medical Staff | Internal Relationships <ul style="list-style-type: none"> • Black Ferns XV Players & Team Management • Black Ferns Team Physiotherapist • NZR Medical & Performance Teams • NZR High Performance Staff • Super Rugby Aupiki & Provincial Union Medical Staff |