

# JOB DESCRIPTION



Position Title	Black Ferns XV Team Doctor
Business Unit	Professional Rugby & Performance
Reports to	NZR Head of Medical
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 primary purpose is to ensure the Black Ferns XV are a successful and winning team through the implementation of high-quality sports medicine support services to its players.
- To be the Medical Officer to the Black Ferns XV team and to provide and/or manage the provision of appropriate professional medical, injury treatment and rehabilitation support services to: The Team Players and Team Management.
- To work with the Black Ferns XV Coaching, Medical and Performance teams to provide appropriate professional medical, injury treatment and rehabilitation, and fitness preparation services to players.

## Key Tasks

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### Attendance

Attendance at:

- All team trainings
- All team matches (including travel with the team domestically and overseas)
- All team assembly times or meetings as reasonably required by Team Management
- All case management meetings as scheduled and agreed
- Education / update sessions as required by NZR Head of Medical from time to time (with reasonable notice)

### Medical Services

- Provide and assist the co-ordination of medical and injury treatment to the Team Players and Team Management (during team assembly), including those services provided by any team physiotherapist, strength and conditioning coach and massage therapist
- Maintain professional communication and working relationships with:
  - Team Management
  - NZR Head of Medical
  - Black Ferns Team Doctor
  - Super Rugby Aupiki Team Doctors
  - HP Hub Doctors and FPC team medics
  - Any other NZR staff
- Liaise with the Medical and Performance Leads to produce rehabilitation programmes as required for injured players
- Contribute towards the well-being objectives of athletes, and staff
- Conduct medical and cardiac screening of each Team Player annually as soon as possible following that player assembling with the Team for the first time. This includes a summary of immunisation status and neurocognitive and concussion baseline testing status. This information should be recorded in Medtech and be available on request to the NZR Head of Medical
- Undertake any appropriate action for any matters arising as a result of the screening performed in accordance with the above
- Ensure that annual baseline concussion, neurocognitive and applicable Head Injury Assessment (HIA) tests and concussion history/risk stratification have been completed and are available on all Team Players prior to the start of contact training
- Ensure any specific immunisations are arranged for players travelling overseas
- Ensure that players, coaches and management have received a concussion education session prior to the start of contact training and have a good understanding of their obligations under the World Rugby (WR) Player Welfare Standards
- Ensure that an annual education session conducted by Drug Free Sport New Zealand (DFSNZ) has been undertaken with all Team Players on the WR/World Anti-Doping Association (WADA) anti-doping regulations. Ensure completion of all NZR consent forms and related administration and provide on-going proactive drug education and advice as required. Ensure that all WR/WADA consent and/or Therapeutic Use Exemption (TUE)

documentation, and any other related documentation and/or administration requirements, are completed for each Team Player as required

- Perform mental health and wellbeing screening as appropriate and coordinate any follow up care and support as required
- Ensure specific travel medicine preparation is completed for the country/countries that are included in any overseas Tours, including organisation of on-the-ground medical support, knowledge of local facilities, ensuring the appropriate insurances are in place, preparation of medications for travel and obtaining relevant customs approvals for each country
- In conjunction with the Team Physiotherapist and Team Strength and Conditioning Coach, develop general and individual injury prevention and illness prevention strategies for the Team Players

#### During Team Assembly

- Arrange for the provision of first aid or other immediate medical treatment as appropriate for Team Players injured at training or in matches or at any other time as reasonably required by Team Management. Any additional costs for an appropriate replacement Doctor will be the responsibility of the Contractor. In these situations, the replacement doctor MUST be approved by the NZR Head of Medical
- Provide medical treatment, including accurate and timely diagnosis and appropriate treatment and return to play advice and/or medication for all injuries or illnesses to any Team Players or Team Management
- Consult with appropriate specialists and the NZR Head of Medical for the prompt diagnosis and treatment of injuries to Team Players as appropriate, including obtaining the NZR Head of Medical's prior approval for any surgery or imaging as required
- Complete neurocognitive and concussion tests and arrange an Independent Concussion Consultant (ICC) review as appropriate on all players post-concussive injury to ensure return to baseline prior to the Team Player's graduated return to training involving physical contact or playing. This includes full cooperation with and participation in World Rugby's Individualised Rehabilitation Return to Play Protocols
- Determine the root cause/s of any serious harm injuries that occur to Team Players and report to Team Management and to the NZR Head of Medical, with recommendations to minimise as far as possible the occurrence of similar serious harm injuries
- Ensure that each Team Player returning from injury is rehabilitated from the injury and undertakes and satisfies appropriate fitness tests that the Team Player is fit to play, and that the fit to play clearance is documented in Medtech, before the player resumes playing either at training or in a match
- Communicate proactively with Team Management in a timely manner with regards to player injuries/illness, rehabilitation progress, player availability and return to play dates
- Continue to monitor players' mental health and well-being and arrange any follow up care and support as necessary
- Liaise with Team Management on the equipment and medical supplies necessary for the provision of medical services to the Team

- Comply with all reasonable directions of Team Management and/or the NZR Head of Medical in the provision of Black Ferns XV Team Doctor Services to the Team Players.

#### Outside of Team Assembly

- Complete in person medical assessments on each Team Player as required and update Medtech as soon as possible following the end of the tour window to identify any medical and/or injury issues
- Complete exit medicals as appropriate on each Team Player.
- Establish and monitor a rehabilitation action plan for each Team Player having any medical and/or injury issues arising from the end of season medical assessment, including communication with the player, Team Management, the NZR Head of Medical, the Black Ferns Team Doctor, the relevant Super Rugby Aupiki Doctor if appropriate and any Doctor managing care in the HP Hubs or Provincial Unions as required for each player
- Actively monitor and assess each week (or otherwise regularly as appropriate in any individual case) all Team Players (with particular attention to any injured Team Players) or ensure that adequate handover of care is given to their GP or their Club Team Doctor to ensure that they are receiving continuous appropriate treatment and rehabilitation in accordance with the rehabilitation plan programme, and that the player is complying with the requirements of their rehabilitation plan programme
- Prepare a written report for the NZR Head of Medical (which may also be part of the Black Ferns XV Team Management's tour review report) within 3 weeks of the end of the Black Ferns XV's tour reviewing the season and identifying the strengths, needs and recommendations for the medical requirements of the Team during that season
- Provide advice to the relevant Super Rugby Aupiki team doctor and/or HP Hub and/or PU doctor when asked, on appropriate specialist referral for any player from within the team, for example where surgery or concussion advice may be required, to ensure that the player is seen in a timely manner and proceeds down the most efficient and effective health care pathway.

#### Reporting and Record Keeping

- Provide a report to Team Management on the medical and fitness condition of any Team Player receiving medical treatment as required by Team Management, including the nature of the injury or illness concerned and the estimated date(s) of the player being fit to train and fit to play
- Accurately update all players' medical records on Medtech each week for all Team Players with open injuries including current estimated return to fit to train and fit to play dates, or at least every three weeks for players with more minor injuries receiving treatment only but who are otherwise fit to train/play
- Treat any injury sustained by any Black Ferns player that occurs in the course of the player fulfilling their work duties under their NZR contract as a work injury, and lodge injury claims under the Accredited Employer Programme (AEP) with the NZR Claims Administrator via Medtech
- Treat any injury suffered by any Black Ferns XV player that occurs outside of their work activities as a non-work injury and make any claim for such a non-work injury under ACC via Medtech

- Enter all new injuries sustained during Black Ferns XV assembly periods on Medtech as soon as possible by 12 noon Tuesday (NZ time) following the match (subject to being able to access Medtech) and for any other injuries (from training or otherwise) and illnesses in a timely manner
- Not charge a surcharge for any team players treated during the period of team assembly
- Ensure that injury surveillance and training load data is being collected, recorded and provided to NZR by the medical and strength and conditioning teams in the Black Ferns XV
- Maintain medical records (on Medtech) of a professional standard that the Doctor would keep in their own practice in accordance with the guidelines as provided to you by the Medical Council of New Zealand (MCNZ)
- Complete all administrative paperwork and otherwise assist as required for NZR to meet its obligations under the ACC Accredited Employer Programme, including (but not limited to) providing a written rehabilitation programme for all Team Players that require one
- Advise the NZR Head of Medical promptly of any player employed by NZR within the Team who does not see the Team Doctor or their Super Rugby Aupiki Team Doctor or HP Hub Doctor as required, or who is otherwise not complying with the requirements of their rehabilitation programme
- Undertake any medical assessments for contract purposes, and complete any related documentation, for any player employed by NZR within the Team as required by the NZR Head of Medical and/or NZR from time to time
- Maintain an up to date record of immunisation and concussion testing status and concussion history/risk stratification of Team Players (and Team Management where appropriate).
- Provide such other advice and/or reports as may reasonably be required by Team Management, the NZR Head of Medical or NZR from time to time

#### Team Culture

- Be part of establishing a team vision and team values, standards and protocols that fit within the goals of NZR
- Help to ensure that there is a shared understanding and adoption of the team vision, values, standards and protocols by all Team and Team Management members
- Assist to ensure that the wellbeing of players and team management is prioritised
- Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately

#### Health & Safety (for self)

- Takes personal responsibility for keeping self-free from harm
- Follows safe working procedures
- Reports incidents promptly
- Reports hazards promptly and suggests appropriate remedies
- Knows what to do in the event of an emergency
- Co-operates in implementing rehabilitation plan

## Key Relationships

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• This position reports to:	NZR Head of Medical, NZR High Performance Player Development Manager – Women's
• Other areas/people that report to this position's immediate manager:	Black Ferns XV Team Management
• This job's direct reports are:	Nil
External Relationships <ul style="list-style-type: none"><li>• World Rugby</li><li>• HPSNZ</li><li>• Treatment Providers</li><li>• Drug Free Sport NZ</li></ul>	Internal Relationships <ul style="list-style-type: none"><li>• Black Ferns XV Players and Management</li><li>• NZR staff</li><li>• Black Ferns Team Doctor</li><li>• Super Rugby Aupiki Team Doctors</li><li>• Provincial Unions</li><li>• Hub Medical Directors</li></ul>

## Person Specification

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### Knowledge and Experience

- Qualified and registered to practice as a Doctor in New Zealand
- Current advanced Cardiopulmonary Resuscitation (CPR) qualification
- Current World Rugby Immediate Care in Rugby (ICIR) Level 2 or Level 3 Qualification
- Post graduate qualification in sports medicine
- Fellow of the Australasian College of Sport and Exercise Medicine preferable, but not essential
- Experience as a Team Doctor in an elite sport environment, preferably in professional rugby
- Ability to provide a certificate of good standing from the Medical Council of New Zealand
- Ability to provide confirmation of appropriate indemnity insurance

### Special Requirements

- Ability and willingness to travel nationally and internationally with the team
- Must maintain a current passport and be eligible to travel overseas and back to New Zealand (including being eligible to obtain any necessary visas)

