

Position Title	NZ Sevens Team Doctor
Business Unit	Professional Rugby
Reports to	NZR Head of Medical & NZ Sevens Head of Performance
Position Type	Independent Contractor
Location	Mount Maunganui
Date	June 2025

New Zealand Rugby Overview

The vision for New Zealand Rugby is to Inspire and Unify. We do this by living the values of The Rugby Way, Te Ara Ranga Tira, which guides our game from Small Blacks to national teams.

The four pillars (Pou) of The Rugby Way are: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihihi) & Play Fair (Te Pou Tika).

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 more than one hundred staff who are based in its Wellington head office, Auckland or in a variety of rugby roles throughout New Zealand. Responsibilities include management of our national teams (including the All Blacks), 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, Super Rugby Teams, Commercial and other 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

- To be the Medical Officer to the NZ Sevens Teams and to provide and/or manage the provision of appropriate professional medical, injury treatment and rehabilitation services to Team Players and Team Management during the Sevens Season

- To ensure that the NZ Sevens programme receives high quality sports medicine support
- To work with the Team Physiotherapists, and Strength and Conditioning Coaches to provide appropriate professional medical, injury treatment and rehabilitation, and fitness preparation services to players.

Key Tasks

During the Sevens Season

Attendance

Attendance at:

- Team trainings involving physical contact as identified and agreed between the Contractor and Team Management in advance, with reasonable notice, or ensure that cover for these sessions is in place from the team physiotherapists who hold a current Level 2 or 3 Intermediate Care in Rugby (ICIR) qualification as identified and agreed between the Contractor and Team Management in advance
- All Team matches held in New Zealand and all overseas pinnacle events as required
- All Team assembly or meetings as reasonably required by Team Management and agreed with the Contractor in advance, with reasonable notice
- 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 periods of assembly, including those services provided by any team physiotherapist, strength and conditioning coach and massage therapist
- Be available to the Team Physiotherapists to provide advice as requested on matters related to physical and mental health including when overseas
- Maintain professional communication and working relationships with:
 - Team Management
 - NZR Head of Medical
 - Any New Zealand National representative Team Doctors
 - Super Rugby & Provincial Union Team Doctors and physiotherapists
 - Any other NZR staff

Pre-season

- Conduct a medical and cardiac screening of each Team Player 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 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 Sport Integrity Commission New Zealand (SICNZ) is 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.
- 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 Season

- Arrange for the provision of first aid or other immediate medical treatment as appropriate for Team Players injured at training or in matches held in New Zealand 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 and 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'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-head injury to ensure return to baseline prior to the Player's graduated return to training involving physical contact or playing. This includes full compliance with 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 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 they are 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.
- Ensure specific travel medicine preparation is completed for the country/countries to which the team is travelling, including appropriate on-the-ground medical support, provision of medications for travel and Standing Orders for travelling Team Physiotherapists and obtaining relevant customs approvals for each country as required.
- Assist Black Ferns Sevens players with accessing appropriate support for specific female athlete health needs.
- 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 Sevens Team Doctor Services to the Team Players.

End of Season

- Complete in person medical assessments on each Team Player and update Medtech as soon as possible following the end of the Sevens Season to identify any medical and/or injury issues that require ongoing management.
- 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, NZR Head of Medical, the relevant Provincial Union or Super Rugby Doctor and any New Zealand National representative Team Doctor as required for each player.

- Prepare a written report for the NZR Head of Medical Manager & NZ Sevens Head of Performance (which may also be part of the Sevens Medical Team's season review report) within 3 weeks of the end of Sevens assembly reviewing the season and identifying the strengths, needs and recommendations for the medical requirements of the Team.
- Actively participate in and complete your season performance review with Team Management and NZR as required in a timely manner.

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, 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 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.
- Enter all new injuries (from training or otherwise) and illnesses on Medtech as soon as possible.
- Ensure that injury surveillance and training load data is being collected, recorded and provided to NZR by the Sevens medical and strength and conditioning teams.
- Maintain medical records (on Medtech) of a professional standard that the Contractor 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 (AEP)
- Advise the NZR Head of Medical promptly of any player within the team who does not see the Contractor or their Super Rugby or Provincial Union Team 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 NZ Sevens player as required by the NZR Head of Medical and/or NZR from time to time.
- Assist with the undertaking of research projects led or coordinated by the NZR Head of Medical (or their designate), including injury surveillance and concussion research projects, as requested by the NZR Head of Medical from time to time. If these require time investment substantially over and above the contractor's normal duties then appropriate extra remuneration will need to be agreed between NZR and the contractor prior to the contractor beginning the research duties.
- 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 Medical Manager or NZR from time to time.

Outside of the Sevens Season

In addition to any such obligations outlined above as may be reasonably required to ensure the proper discharge of the services required of The Sevens Team Doctor:

- In the period when Sevens is not assembled, actively monitor and assess each week (or otherwise regularly as appropriate in any individual case) all Team Players 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.
- Assist the NZR Head of Medical by undertaking appropriate injury assessments and medical fitness tests of injured Sevens players, and provide advice by recording the resulting information on Medtech (or by report if requested) to determine whether or not the player is fit to play.
- As far as possible, ensure that each Sevens player returning from injury is rehabilitated from the injury and is fit to play, and that the fit to play clearance is then documented in Medtech before the player resumes playing either at training or in a match.

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

This position reports to:	NZR Head of Medical & NZ Sevens Head of Performance	
• Other areas/people that report to this position's immediate manager:	Varies	
• This job's direct reports are:	• Nil	
External Relationships		Internal Relationships
• Treatment providers		• Super Rugby Club players and staff

- World Rugby
- Sport Integrity NZ/WADA
- Sponsors and Commercial Partners

- NZR staff
- Provincial Unions and Clubs
- Provincial Union/NPC Doctors
- NZR National and Super Rugby Team Doctors, Physiotherapists, Fitness Advisers and Massage Therapists

Person Specification

Knowledge and Experience

- Qualified and registered with the Medical Council of New Zealand to practice as a Medical 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.
- Commitment to ongoing Professional Development in sports medicine

Special Requirements

- Ability and willingness to travel nationally 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).

Competencies

Behaviour	Everyone	People Leaders
Be Welcoming	<ul style="list-style-type: none"> Respects and values others' styles, opinions, backgrounds and beliefs Understands the motivations and situation of others Promotes an inclusive culture welcoming all ages, genders, ethnicities, sexualities, religions or physical abilities 	<ul style="list-style-type: none"> Stays connected to the team Cultivates a team culture by advocating collaboration across teams Actively seeks others' involvement
Be Our Best	<ul style="list-style-type: none"> Seeks and acts upon feedback to improve performance Recognises & develops own strengths and work-ons Shares knowledge and skills Respects and values the contribution of others Identifies areas where a difference can be made and adds value Works to gain trust and respect with all stakeholders Responds positively to change Is forward-thinking, always looking striving to improve and be the best Consistently delivers on time Puts their hand up when help is required or when it's required by others Sees opportunities rather than barriers Speaks up and challenges where there are issues, risk or inefficiencies 	<ul style="list-style-type: none"> Ensures the right people are in the right job at the right time Provides the tools needed for success Invests in growing our people and supporting their holistic development Sets attainable challenges & recognises and reinforces development efforts Shares information and provides effective coaching Takes the time to understand individual's strengths and where/how they can add value Engages and utilises people from across NZR in the development and execution of business priorities Looks long-term, to generate and encourage new ideas Walks the talk Ensures the wider team understand how what they do fits with NZR's vision and key strategic challenges Prioritises the wider team's goals and intentions accordingly

Be Passionate	<ul style="list-style-type: none"> • Demonstrates a can-do attitude, always open to opportunities • Pursues everything with energy and drive • Strives to achieve stretch goals • Always an ambassador for NZR and the game • Loves what we do - works here because it's fun and we connect with others • Is a team player, connects with people 	<ul style="list-style-type: none"> • Creates a highly engaged environment and culture • Encourages responsible risk taking where mistakes are owned and learned from • Encourages research and learning in relevant areas of rugby, sports and other business to understand future trends
Play Fair	<ul style="list-style-type: none"> • Is honest and constructive in discussions • Acts for the good of the game and respects its heritage, history and heroes • Is open, supportive and considerate • Actively listens, considers and takes on board other views • Behaves with integrity and is responsible for own behaviour • Looks after others and steps in if something is not right • Fronts when something goes wrong, owns the action and the consequence 	<ul style="list-style-type: none"> • Ensures people know what is expected • Has the team's back • Trusts others to make good and timely decisions • Clearly and consistently communicates with all team members

Authorities / Dimensions of the Position

Staff - Nil

Budget - Nil

Contractual - As per NZ Sevens Doctor Contract For Services

Manager Name: _____ Signature: _____ Date: _____

Contractor Name: _____ Signature: _____ Date: _____
