

# POSITION DESCRIPTION



Position Title	North & South U18 Girls Physiotherapist
Business Unit	Women's High Performance
Reports to	NZR Women's High Performance Pathways Manager
Location	New Zealand
Date	April 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 and fifty 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

The North vs South U18 Girls Camp and Fixture is a newly established initiative designed to identify and showcase emerging talent, serving as a critical step in the national talent pathway for wāhine rugby. We're looking for an experienced and proactive physio to join the support team for the U18 Girls North vs South Rugby camp/fixture. You'll play a vital role in supporting player welfare, injury prevention, rehabilitation, and performance readiness throughout the campaign period. You'll be embedded in team culture, working closely with coaches, management, and medical staff.

The Purpose of this initiative is to.

- Provide an understanding of high-performance foundations, first exposure to a performance environment
- Development of people and skill set both players and management
- Talent Identification and Development of our emerging talent
- Exposure to different coaching styles, individual player Education/development and meaningful game time.

## Key Tasks

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- Provide physiotherapy support including injury assessment, management, and rehabilitation.
- Deliver prehab, recovery, and injury prevention strategies aligned with best practices.
- Monitor player health and workload, reporting to coaching and medical leads as required.
- Maintain accurate treatment records and support return-to-play protocols.
- Support pitch side care during training sessions and matches.
- Build positive, trust-based relationships with young athletes and support staff.
- Contribute to campaign planning, daily schedules, and post-campaign medical summaries.
- Is responsible for ensuring the safety and wellbeing of all participants under the age of 18 from a safeguarding perspective.

## Key Relationships

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<b>This position reports to:</b>	<b>NZR High Performance Pathways Manager</b>
<b>• Other areas/people that report to this position's immediate manager:</b>	NZR Women's High Performance Player Development Manager
<b>• This job's direct reports are:</b>	<ul style="list-style-type: none"><li>• Nil</li></ul>
<b>Relationships</b> <ul style="list-style-type: none"><li>• NZR High-Performance Talent Identification Manager</li><li>• NZR High-Performance Player Development Manager</li><li>• NZR High Performance Pathways Manager</li><li>• Regional convenors</li><li>• Provincial Union Academy Managers</li><li>• Heartland Womens RDOs</li></ul>	

## Person Specification

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### Experience, Knowledge and Skills

- Current registration with the New Zealand Physiotherapy Board
- Experience in sports physiotherapy, preferably in rugby or contact sports.
- Strong understanding of adolescent athlete development and wellbeing.
- Ability to work collaboratively in a high-performance team environment.
- Confidence in managing acute injuries in a fast-paced training and match setting.
- Available for camp and the North vs South fixture.
- A calm, professional approach and sound clinical judgment under pressure.
- Excellent communication and organisational skills.
- A genuine passion for supporting wāhine in sport.