

POSITION DESCRIPTION

Position Title	Performance Nutritionist – NZ Sevens
Business Unit	Professional Rugby and Performance
Reports to	Head of Performance – NZ Sevens
Position Type	Fixed Term Contract (until 31 st August 2028)
	Part-time / 0.6 FTE (approx 3 days per week)
Location	NZ
Date	August 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, Investec 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 deliver world-class nutritional support to New Zealand Rugby's All Blacks Sevens and Black Ferns Sevens programmes, ensuring optimal performance, health, recovery, and long-term player development through evidence-based sports nutrition strategies.

The role will drive individualised and team-wide performance nutrition in line with NZR's high-performance strategy and the unique physical demands of international Sevens rugby

Key Tasks

Major responsibilities and accomplishments expected of the position are:

1. Performance Nutrition Strategy & Delivery

- Design, implement, and monitor individualised and team-wide nutrition strategies tailored to training cycles, match demands, recovery, and travel relevant to the World Sevens Series and Olympic Games
- Develop evidence-based nutrition strategies for training and game-day fuelling, hydration, recovery, injury and return-to-play, and supplementation, to meet the unique demands of international sevens rugby
- Monitor body-composition levels and ensure all players develop and maintain a healthy relationship between nutrition and performance.

2. Player Education & Behaviour Change

- Educate players on the importance of nutrition in performance, injury prevention, and career longevity.
- Deliver group workshops and 1:1 consultations that focus on applied learning relating to daily dietary needs such as meal planning, preparation and cooking education
- Foster a food-first philosophy while advising on safe supplement use within NZR anti-doping frameworks.

3. Integrated Interdisciplinary Collaboration

- Work closely with relevant performance staff including strength & conditioning coaches, medical, and psychology.
- Translate physiological and performance data into actionable nutrition insights.
- Contribute to holistic athlete management and return-to-play plans.
- Ensure effective communication and positive integrated working relationships with other performance nutritionists across NZ Rugby, as well as stakeholders such as HPSNZ and World Rugby.

4. Logistics & Travel Nutrition

- Oversee menu planning, catering logistics, and food provision for domestic and international tours.
- Ensure safe and consistent nutrition environments at training bases, hotels, and during transit.

5. Research, Innovation & Continuous Improvement

- Stay current with sports nutrition research and translate it into applied practice.
- Lead or contribute to research initiatives within NZR's high-performance framework.
- Support data collection and analysis to evaluate nutrition impact on performance goals.

6. Compliance & Documentation

- Maintain thorough, confidential documentation of player consultations and assessments information, including but not limited to data input and analysis within relevant analytic platforms such as Teamworks Nutrition.
- Adhere to NZ Rugby's policies on health, safety, and integrity.
- Support anti-doping education and compliant supplement protocols.

Key Relationships

• This position reports to:	NZ Sevens Head of Performance
• This job's direct reports are:	None
External Relationships <ul style="list-style-type: none">• World Rugby• HPSNZ• NZOC	Internal Relationships <ul style="list-style-type: none">• All Blacks Sevens and Black Ferns Sevens players and management• NZR High Performance Team• National teams• Super Rugby Clubs• Provincial Unions

Required Competencies

Qualifications:

- NZ Registered Nutritionist with the Nutrition Society of New Zealand or Registered Dietitian with the Dietitians Board of New Zealand or equivalent
- Postgraduate qualifications in Sports Nutrition or Exercise Physiology e.g., the IOC Diploma in Sports Nutrition, a post-graduate sports nutrition paper, another Masters by research degree, or PhD in a nutrition related field.
- SAK Level 1 (required); ISAK Level 2 (preferred).

Experience:

- Minimum 5 years' experience working in elite or professional sport environments, ideally with high-performance rugby athletes (required).
- Experience working with intermittent high-intensity athletes in competition blocks or tournament-style formats (preferred).
- Proven history of integrating into interdisciplinary teams and influencing athlete behaviour and performance outcomes.

Skills & Attributes:

- Deep understanding of the physiological demands and fuelling needs of both women's and men's elite Sevens rugby.
- Strong interpersonal, cross-cultural, and communication skills, especially in working with Māori and Pasifika athletes.
- Proven skills in leadership, teamwork, adaptability, and creativity.
- Practical skills in meal planning, catering oversight, and supplement management in line with anti-doping policies.
- High-level organisation and problem-solving skills in dynamic, travel-heavy environments.
- Comfortable leading both elite and developing athletes with patience, credibility, and evidence-based advice.
- Technological fluency with athlete management systems (e.g., Teamworks Nutrition / Zone-In) and data interpretation.

Acknowledgement of Position Description

Employee's name:	Signature:	Date:
Manager's name:	Signature:	Date: