

POSITION DESCRIPTION



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| Position Title | Super Rugby Team Doctor |
| Business Unit | Professional Rugby |
| Reports to | NZR Head of Medical & Chiefs General Manager Rugby |
| Position Type | Independent Contractor |
| Location | Hamilton |
| 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 be the Medical Officer to the relevant Super Rugby Club and to provide and/or manage the provision of appropriate professional medical, injury treatment and rehabilitation services to:
 - The Team Players and Team Management during the Super Rugby Season;
 - To any other player employed by NZR within the Club as required and/or directed by NZR Head of Medical from time to time.
- To work with the Team Physiotherapist, Manual Therapist and Strength and Conditioning Coach to provide appropriate professional medical, injury treatment and rehabilitation, and fitness preparation services to players.



Key Tasks

During the Super Rugby Season

Attendance

Attendance at:

- All 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 another doctor or physiotherapist who holds 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, including pre-season matches (including travel with the team domestically and overseas);
- All Team assembly or meetings as reasonably required by Team Management and agreed with the Contractor in advance, with reasonable notice; and
- Education / update sessions as required by NZR Head of Medical from time to time (with reasonable notice);
- All Captain's Run sessions as reasonably requested by Team Management.

Medical Services

- Provide and assist the co-ordination of medical and injury treatment to the Team Players and Team Management, 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;
 - Any New Zealand National representative Team Doctors;
 - NPC Team Doctors and physiotherapists; and
 - Any other NZR staff.

Pre-season

- Conduct a 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 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 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-head 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 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.
- 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 obtaining relevant customs approvals for each country as required.
- 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 Super Rugby Team Doctor Services to the Team Players.

Post Season

- Complete in person medical assessments on each Team Player and update Medtech as soon as possible following the end of the Team's Super Rugby season 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, NZR Head of Medical, the relevant NPC Doctor and any New Zealand national representative team Doctor as required for each player.
- Prepare a written report for the NZR Head of Medical (which may also be part of the Club Team Management's season review report) within 3 weeks of the end of the Team's participation in the Super Rugby Competition reviewing the season and identifying the strengths, needs and recommendations for the medical requirements of the Team during that Super Rugby season.
- 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 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.
- Enter all new injuries from a pre-season match or Super Rugby match 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.
- 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 Club.
- 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, 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 Club who does not see the Contractor or their NPC 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 player employed by NZR within the Club 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, including injury surveillance and concussion research projects, as requested 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 Head of Medical or NZR from time to time.

Outside the Super Rugby Season

In addition to any such obligations outlined above as may be reasonably required to ensure the proper discharge of the services required of a Super Rugby Doctor:

- In the period when the Super Rugby team is not assembled, 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) within the Club 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 players employed by NZR within the Club, 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 required by the NZR Head of Medical from time to time.
- As far as possible, ensure that each player employed by NZR within the Club 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.
- Assist the NZR Head of Medical by undertaking appropriate injury assessments (including obtaining injury and rehabilitation history as available) and medical fitness tests, and provide advice by recording the resulting information on Medtech or by report if requested, on any injured player within the Club identified as being in contention for selection for a Super Rugby squad to determine whether or not the player concerned is fit to play or, if not, provide an estimated fit to play date to the NZR Head of Medical by the required date(s) as advised to the Contractor.
- Provide advice to the relevant NPC team doctor when asked, on appropriate specialist referral for any player from within the Club, for example where surgery or concussion advice may be required, to ensure that player is seen in a timely manner and proceeds down the most efficient and effective health care pathway.
- Mentor and provide collegial support to team doctors involved in NZR's Domestic Competitions, particularly any new/junior doctors working at NPC and FPC level.
- Act as an HIA Supervising Doctor in other Domestic Competitions as required from time to time.

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 | |
| • Other areas/people that report to this position's immediate manager: | Varies | |
| • This job's direct reports are: | • Nil | |
| External Relationships <ul style="list-style-type: none">• Treatment providers• World Rugby• Sport Integrity Commission New Zealand/WADA• Club Sponsors and Commercial Partners | | Internal Relationships <ul style="list-style-type: none">• Super Rugby Club players and staff• 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 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).

Competencies

| Behaviour | Everyone | People Leaders |
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| 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, | <ul style="list-style-type: none">• Stays connected to the team• Cultivates a team culture by advocating collaboration across teams• Actively seeks others' involvement |

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| | ethnicities, sexualities, religions or physical abilities | |
| 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 Super Rugby Doctor Contract For Services

Manager Name: _____ Signature: _____ Date: _____

Contractor Name: _____ Signature: _____ Date: _____