

JOB DESCRIPTION



Position Title	Black Ferns Assistant Physiotherapist
Business Unit	Black Ferns
Reports to	Black Ferns DOR and Black Ferns Lead Physio
Position type	Independent Contractor
Location	Flexible
Date	July 2024

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 are a successful and winning team. This primary purpose will be supported by:
 - Impacting positively on the Black Ferns team's performance by supporting the lead physio to maximise player's ability to train consistently and minimise the risk of injury associated with high volume/ intensity training.
 - Support the lead physio by providing and delivering physiotherapy services for the Black Ferns team.
 - To inspire and unify New Zealanders through the Black Ferns team winning pinnacle events



Key Tasks

Major responsibilities and accomplishments expected of the position are:

Key Outcome Areas	Performance Measures
Physiotherapy Services	<ul style="list-style-type: none">• In conjunction with other members of the Black Ferns management, ensure that the following tasks are undertaken on behalf of the team:• Provide appropriate physiotherapy support and injury management advice to Black Ferns players;• Develop a coordinated and integrated approach to player injury management with a focus on the integration of players back into squad-based activities;• Attend all team training sessions and matches• Advise the Black Ferns coaches on players injury and/or rehabilitation status relative to training and competition;• Provide any injured player in the team with the appropriate rehabilitation plan• Work with the Black Ferns Lead Physiotherapist & Team Doctor, support staff and others as to monitor players.• With help from the Lead Physiotherapist – Co-ordinate and oversee post-training and game recovery as needed.• Actively participate in management meetings around medical and performance status as required.
Reporting and Communication	<ul style="list-style-type: none">• Produce reports as it is required on matters including player availability and injury status.

	<ul style="list-style-type: none"> • Maintain comprehensive electronic notes of all players' medical records on Medtech; and record all new injuries in Medtech. • Participate and complete the required reports for the World Rugby Injury Surveillance Study for all test matches as required.
ACC requirements	<ul style="list-style-type: none"> • Treat as a work injury for ACC purposes, any injury suffered by any player who is a contracted employee of NZR, either during or outside the period of the team assembly, and make any claim for any work injury treatments to NZR Claims Administrator via Medtech (NZR will provide a list of any contracted players in the team); • Treat as a non-work injury for ACC purposes, any injury suffered by any player who is not a contracted employee of NZR, either during or outside the period of the team assembly, and make any claim for any non-work injury treatments to ACC; and • Generating corresponding AEP numbers for ACC numbers.
Team Culture	<ul style="list-style-type: none"> • Demonstrate personal credibility, honesty, high integrity, and show an ability to handle pressure and stress appropriately.

Requirements

The appointee will be suitably qualified as a Physiotherapist and be experienced in the demands of an elite sporting environment.

Key Relationships

<ul style="list-style-type: none"> This position reports to: 	Black Ferns Director of Rugby and Lead Black Ferns Physio
<ul style="list-style-type: none"> Other areas/people that report to this position's immediate manager: 	Black Ferns Team Management
<ul style="list-style-type: none"> This job's direct reports are: 	Nil
<p>External Relationships</p> <ul style="list-style-type: none"> Medical staff with other rugby organisations <ul style="list-style-type: none"> Super Rugby Provincial Union Staff Massage staff 	<p>Internal Relationships</p> <ul style="list-style-type: none"> Black Ferns Players and Management NZR staff <ul style="list-style-type: none"> Medical administration personnel NZR Medical Manager Other national team medical personnel as appropriate

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 	<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

	<ul style="list-style-type: none"> • 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"> • 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
<p>Be Passionate</p>	<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

<p>Play Fair</p>	<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
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