



Performance Culture Lead, Senior Leadership Team Snow Sports New Zealand

Section A

POSITION	Performance Culture Lead
TEAM	Senior Leadership Team (positioned independently of the HP Leaders group)
REPORTING TO	Chief Executive Officer
DIRECT REPORTS	Nil. Leads / chairs the Performance Environment Working Group
LOCATION	Wānaka
HOURS OF WORK	Part time – 0.6 FTE; hours and pattern negotiable.
TERM	Fixed term, through to July 2030
REMUNERATION	Competitive; commensurate with experience
PRE-EMPLOYMENT	NZ Police vetting; entitlement to work in New Zealand

Section B

POSITION PURPOSE

The Performance Culture Lead protects and promotes the wellbeing of Snow Sports NZ's people – staff, coaches and athletes – by strengthening the leadership behaviours, culture and structures that most shape their day-to-day experience. Working at the leadership and system level rather than providing individual clinical support, the role builds the capability of those who lead the programme and matures SSNZ's wellbeing function into an embedded part of the performance system.

The role works across two connected streams: contributing to and building the leadership and management capability of the Senior Leadership Team and High Performance Leaders Group, and leading the transition of the existing Wellbeing Working Group into the new Performance Environment Working Group defined in the High Performance Plan.

The role is deliberately positioned independent of the High Performance Leaders Group. Having someone outside programme leadership lead the culture work creates the conditions for candid engagement, where staff can contribute without concern about being evaluated by the people they report to. It reports to the Chief Executive and provides regular reporting directly to the SSNZ Board, reflecting wellbeing as a governance priority.

This is a capability-building appointment. Its explicit endpoint is a more capable, psychologically safe leadership group and a self-sustaining wellbeing function that outlasts the role.

Snow Sports New Zealand High Performance Targets

People		Performance	
Success Profile	Measure	Success Profile	Measure
Our people are safe	100% of respondents report a psychologically safe environment	Our talent is nurtured and progresses	50% conversion from development to elite
Our people are learning and progressing	100% of respondents report progress against PDP goals	Our talent is confirmed globally	10 Junior World Champs podiums

People		Performance	
Our people have positive experiences	90% of respondents report positive HP transitions	We win on the world stage	25 World Cup podiums; 6 World Championship podiums
Our people are happy and healthy	Days lost to injury / illness decrease	Olympic and Paralympic success	3+ Olympic medals; 3+ Paralympic medals

Performance Culture Lead – Success Measures

People		Performance	
Success Profile	Measure	Success Profile	Measure
Our people feel safe to speak up	Improvement in the targeted Culture AMP psychological-safety measures by the next survey cycle (target 80%+ report a psychologically safe environment)	Our leaders are more capable	100% of SLT & HP Leaders complete the capability programme; targeted practices visible in day-to-day leadership
Our leaders communicate clearly	Improvement in the Culture AMP leadership-communication and meeting / management-structure measures	Wellbeing is embedded in the system	Performance Environment working group stood up and operating effectively (per the HP Plan), replacing the interim group
Our people engage with wellbeing support	Increased staff uptake of wellbeing support across the year (vs baseline)	The function is self-sustaining	Capability transferred – operating without ongoing external dependency by end of term
Our people are happy and healthy	Positive trend in the Wellbeing Scan; days lost to injury / illness maintained or reduced	Aligned to the Wellbeing Framework	Demonstrable progress against Transparency, Inclusion & Continuous Growth

Section C

DELIVERABLES

1. Organisational Leadership & Management Capability

- As part of the SLT, contribute to leadership to implement and operationalise whole of organisation strategy
- Design and support delivery of targeted development for the SLT and HP Leaders group in the practices SSNZ's culture data has flagged – psychological safety, leadership communication, and the basic structures of meetings and management.
- Embed these practices into day-to-day leadership between sessions through leadership coaching, observation and practical tools.
- Draw on external providers or peer NSOs where complementary expertise adds value.

2. Wellbeing Function & Strategy

- Lead the transition of the Wellbeing Working Group into the new Performance Environment working group defined in the HP Plan – reorienting its focus, ways of working and priorities.
- Own SSNZ's wellbeing strategy and future initiatives, working with HPSNZ's Wellbeing Programme team on future investment opportunities (for example Training to Refer, and improved use of the Wellbeing Scan).
- Create dedicated wellbeing capacity so the domain operates meaningfully across the year.

3. Measurement, Reporting & Capability Transfer

- Report progress against targeted Culture AMP survey measures and the Wellbeing Scan.
- Provide regular reporting to the CEO and the SSNZ Board.
- Transfer capability so the function becomes self-sustaining – an explicit deliverable and measure of success.
- Support people across SSNZ's two hemispheric seasons and a young athlete population, including the adolescent cohort based in the Northern Hemisphere, ensuring all activity meets SSNZ safeguarding, H&S and relevant policy.

Section D

PERSON SPECIFICATION

Essential Experience and Skills:

1. Proven track record building leadership, management and culture capability with senior teams – designing and delivering development in areas such as psychological safety, leadership communication and team culture.
2. Experience working in or around high-performance sport (or a comparable high-pressure, performance-driven environment), with the credibility to engage coaches and performance leaders.
3. Demonstrated ability to facilitate and coach discipline leaders, and to embed change beyond a workshop into day-to-day behaviour.
4. Experience maturing a function, team or capability toward self-sufficiency (capability transfer and legacy).
5. Sound judgement handling sensitive information and navigating conflicts of interest.

Desirable Experience and Skills:

1. A qualification in organisational psychology, psychology, leadership / organisational development or a related field.
2. Familiarity with the HPSNZ system, the Wellbeing Framework and the NSO HP Health Check.
3. Experience supporting young or adolescent athlete populations and multi-hemisphere programmes.

Core Competencies:

1. **Psychological Safety:** Creates the conditions for people to speak candidly; models safety rather than simply being agreeable.
2. **Facilitation & Influence:** Engages and influences across governance, leadership and delivery levels.
3. **Independence & Integrity:** Gives honest, sometimes unwelcome feedback while keeping trust; comfortable operating without needing to be liked.
4. **Strategic Thinking:** Designs systems and structures that drive long-term, self-sustaining change.
5. **Communication:** Clear, transparent communication tailored to diverse audiences.
6. **Data-Informed:** Uses culture-survey and wellbeing-scan insights to target effort and measure change.

Other Requirements:

- NZ Police vetting
- Entitlement to work in New Zealand
- Travel may be required (domestic and potentially international).

Section E

KEY RELATIONSHIPS

Internal:

1. Chief Executive Officer
2. SSNZ Board
3. Senior Leadership Team
4. High Performance Leaders group
5. SSNZ & HPSNZ staff

External:

1. HPSNZ Wellbeing Programme team
2. External facilitators & providers
3. Peer NSOs

4. Culture & wellbeing experts domestically and internationally