POSITION DESCRIPTION

TITLE	Health Team Leader
TEAM	Pacific Games – Tahiti 2027
REPORTS TO	Chef de Mission / Team Services Director
DATE	November 2026

ORGANISATIONAL BACKGROUND

The New Zealand Olympic Committee (NZOC) is an independent, charitable organisation responsible for providing support and resources to enable New Zealand athletes to achieve at the highest levels of their sport and to excel at Olympic, Commonwealth and Youth Games. The NZOC is recognised by the International Olympic Committee (IOC) and the Commonwealth Games Federation (CGF) as the representative body in New Zealand responsible for developing, promoting and protecting Olympic and Commonwealth sport in this country as well as having responsibility for the selection and organising of New Zealand teams to Olympic, Commonwealth and International Youth Games.

Vision: To inspire pride and excellence in all New Zealanders.

Purpose: To enable the NZ Team to compete and excel at the Olympic and Commonwealth Games, and to amplify the impact of the Olympic and Commonwealth Sport movements for New Zealanders.

We value: Excellence, Integrity, Leadership, Pride and Respect.

ABOUT THE PACIFIC GAMES

The Pacific Games is a continental multi-sport event held every four years among athletes from Oceania. The inaugural Games took place in 1963 in Suva, Fiji, and most recently in 2023 in Honiara, Solomon Islands. The 2027 edition will be hosted in Tahiti (24 July – 7 August) featuring approximately 4,500 athletes from 24 nations competing in 24 sports. For the first time, the Games will provide direct LA2028 Olympic qualification spots in archery, tennis, triathlon, and squash, alongside ranking points for athletics, judo, taekwondo, and weightlifting.

A. ROLE OVERVIEW

- Heath Team Leader (HTL) and Doctor or Physiotherapist to the New Zealand Team for the Pacific Games Tahiti 2027
- Lead the provision of high-quality clinical delivery of medical services to selected athletes at the Games.
- The HTL will be in Tahiti for the set-up and duration of the Games (Approximately: 20 July – 10 August 2027).

- The HTL will lead the preparation and personnel of the entire Health Team in the lead up to and at Games time.
- The HTL will become a key member of the Tahiti 2026 Leadership Group.

B. DUTIES

Pre-Games

- Lead the development of medical guidelines and requirements for the Team.
- Assist in the recruitment of Health Team members.
- Oversee the procurement of medical and health team supplies and work with NZOC Team Services on the logistics of getting them to the Games.
- Work to bring the health team together to define and agree processes and systems, including allocating roles and responsibilities within the Health Team throughout all phases (pre-Games, Games Time, and post-Games).
- Track and review all potential team members Pre-Games Health Evaluations and follow-up as required.
- Work with Services personnel to ensure we are compliant with our obligations associated with Anti-Doping.
- Attend and contribute to online team briefings and Leadership Group meetings.

Games Time

- Provide the required medical support to the entire team including athletes and team support.
- Lead the Health team and support the personnel to ensure it functions effectively.
- Ensure the Health Team keep accurate records.
- Assist with the functioning of the team and the Leadership Group and support the Chef de Mission as required, including fostering Team Manaaki.

Post-Games

- Contribute to the team debrief including completing a health team report.
- As required, establish appropriate post-Games health follow ups for team members.

C. ESSENTIAL QUALIFICATIONS / REQUIREMENTS

- Full Medical Council of New Zealand (MCNZ) registration and Annual Practicing Certificate (APC).
- Post Graduate Sports Medicine Qualification and/or Fellow of Australasian College of Sports Physicians and/or Post Graduate physiotherapy qualification.
- Professional indemnity with a recognised provider of medical insurance.
- Management of Sports Trauma (MOST) certification or equivalent.

D. ESSENTIAL EXPERIENCE

- Worked in clinical practice for at least 5 years.
- Currently working with New Zealand high performance athletes and/or programmes.
- Previously or currently a practitioner with an international level squad or team.

E. DESIRED EXPERIENCE

- Experience with an International or New Zealand Sports Team.
- Previous participation in a medical capacity at an international multisport event (e.g. Olympic Games, Commonwealth Games, Paralympics, Youth Games, or World University Games)

F. ESSENTIAL PERSONAL ATTRIBUTES

- A commitment to assist in the development of the New Zealand Team Manaaki
- An ability to work collaboratively.
- Flexible and conscientious approach to work.
- A passion for sport.

G. TIME COMMITMENT

Pre-Games

- Attendance at workshops, forums, and meetings.
- Complete any allocated pre-Games duties/tasks as agreed with NZOC Team Services Director after appointment.

Games Time

- Attendance at Games from approximately 20 July – 10 August 2026.

Post-Games

- Medical follow-ups and debrief.

H. REMUNERATION

- Pre-Games – a fee of $5,000 will be provided to cover the Pre-Games preparation work.
- Games-Time - There will be a service fee paid by the NZOC of $350 per night away for the duration of your time with the Team at Games Time.
- Costs for Games related air travel, outfitting, accommodation and food will also be met by the NZOC.

I. TENURE OF POST

The tenure of this post is from appointment through to one month post the end of the Games (to allow for completion of post-Games reporting)

J. APPLICATION PROCESS

In order to ensure we have in place the best health team for the team, we will be performing a detailed evaluation of each applicant's clinical skills and experience, as well as how individuals have managed working in a pressurized team environment. This may include contacting referees provided in the application (please provide both medical & character referees) as well as gathering information from other sources within the sector by NZOC advisors. By applying, applicants agree to allow us to carry out this process.

APPOINTMENT TIMELINE	
Applications Open	9 November 2026
Applications Close	25 November 2026
Short listing and Interviews	From 30 November 2026

To submit an Expression of Interest please complete the questionnaire via this link.

Please contact Ryan Archibald, NZOC Team Services Director if you wish to discuss or require further information on the Job Description or application process:

Email: ryan@olympic.org.nz | Phone: 021 050 0220