



INFORMATION PACK

BOARD VACANCY INFORMATION – ATHLETE REPRESENTATIVE

Paralympics New Zealand (PNZ) is calling for Paralympians to apply to become the Athlete Representative on its Board. This is a newly created position, supported by the PNZ Athletes' Council, PNZ Board and PNZ members.

About PNZ

Paralympics New Zealand (PNZ) is the National Paralympic Committee (NPC) for Aotearoa New Zealand. Through its membership of the International Paralympic Committee (IPC), PNZ is part of a worldwide social change movement, which uses the power of sport to positively influence community perceptions of disabled people and to promote a more diverse and inclusive society. It does this by:

- leading the New Zealand Paralympic Team to the Paralympic Games (summer and winter);
- enabling pathways for Para athletes in Para sports; and
- leveraging the power of Para sport to positively change perceptions and advocate for inclusion, accessibility and participation in Para sport.

The PNZ Vision is that *Through Para sport, lives will be transformed*. To read the full PNZ Strategic Plan 2021-2032, including our Values, please [click here](#).

New Athlete Representative PNZ Board Position

The importance of hearing from, and engaging with, athletes in the governance and management of sport is well recognised nationally and internationally. In 2021, PNZ established an Athletes' Council to represent New Zealand Paralympians and Para athletes to ensure Para athlete participation and voice within PNZ and the Paralympic Movement internationally. The PNZ Athletes' Council is a consultative committee, elected by New Zealand Paralympians and Para athletes, to act as the athletes' voice within PNZ, providing advice to the PNZ Board and management, on matters impacting on Paralympians and Para athletes.

The PNZ Board identified a need for greater input of the Para athletes' voice and perspectives into the governance of PNZ. While the PNZ Board has often included appointed or elected Paralympians, these appointments are through election by PNZ members (i.e. National Sports Organisations and Regional Disability Sport Organisations) or by appointment; so are not directly representatives of the current Paralympians and Para athletes.

Following consultation with Paralympians and Para athletes, and with support from the PNZ Athletes' Council, the PNZ Board recommended that a new position for an Athlete Representative be added to the

PNZ Board. This was approved by the PNZ members at the Annual General Meeting on 30 April 2025, at which changes were made to the PNZ Constitution to reflect this decision.

Role of Athlete Representative on PNZ Board

The Athlete Representative is a full voting member of the PNZ Board. The PNZ Board consists of 7 other members (5 elected and 2 appointed) and may include a co-opted member. Any member of the IPC Governing Board residing in Aotearoa New Zealand, or any member of the IPC Athletes' Council, are also members of the PNZ Board by virtue of their IPC role.

The role of the Athlete Representative on the PNZ Board, as with other PNZ Board members, is to act in the best interests of the organisation, however, the PNZ Board will also benefit from the Athlete Representative being able to contribute perspectives which can support an existing PNZ Board approach to Para athlete focused decision making.

The PNZ Board considers matters such as PNZ's strategy, annual plan and budget, engagement with stakeholders, risk management, financial management including revenue and fundraising, health, safety, wellbeing and culture and governance policies, including those for the selection of Para athletes and support personnel to the NZ Paralympic Team and attendance at the Paralympic Games.

Criteria

To be eligible to apply for the Athlete Representative position on the PNZ Board, candidates must be an active or retired eligible Paralympian, meaning they must:

- Have represented the New Zealand Paralympic Team in at least one of the previous three (3) Paralympic Games (winter or summer);
- Be at least eighteen (18) years of age; and
- Have not received any sanctions in relation to the World Anti-Doping Code, or any other applicable rules of the IPC or any PNZ Bylaws.

Candidates may be, but do not have to be, a member of the PNZ Athletes' Council.

Previous governance experience, and a sound knowledge and understanding of Para sport would be an advantage, but is not essential.

All PNZ Board members receive a nominal honorarium as outlined below and travel/expenses are covered.

Board Member	\$5,000
Committee Member	\$1,500

The initial term of office is from the date of appointment (which is expected to be in early August 2025) until 31 January 2027. Beyond this term, subsequent terms for the appointed role will be two years.

The time commitment is attendance at up to six (6) in-person/hybrid meetings per year, with additional online meetings as required for PNZ Board or Committees. All PNZ Board members sit on one or more Committees, which include Audit, Risk and Finance; Governance; People and Performance, as well as the Awards and Honours, and Cyril Smith Legacy Fund Committees. In addition, the Athlete Representative will be expected to have regular engagement with the PNZ Athletes' Council, and New Zealand Paralympians and Para athletes to understand the current issues and views of Para athletes.

Process for Appointment

The process for appointment is, that following receipt of applications:

1. The PNZ Board Appointment Panel, plus two members of the PNZ Athletes' Council, will assess the applications; make such enquiries as they consider appropriate; undertake interviews and make a recommendation to the PNZ Athletes' Council of a candidate to fill the position.
2. The PNZ Athletes' Council will then consider the recommended candidate and decide if they will be appointed.
3. If appointed, the appointed Athlete Representative will be notified to the PNZ members.

For more information on the PNZ Board Appointment Panel and process for appointment please review the PNZ Constitution, available [here](#).

This is an exciting opportunity to represent Paralympians and Para athletes' and contribute to the ongoing work of PNZ - working with a highly skilled and qualified PNZ Board and Management Team, leading and building on the international success of our previous Paralympians. If you are a Paralympian who is interested in continuing to drive social change through Para sport, keen on supporting Para athletes through their pathway to the Paralympic Games, and to building a strong and sustainable organisation, then this is the role for you.

To apply, please send a **cover letter** outlining your motivations, and relevant experience, skills and expertise for the role and send **with your CV** to governance@paralympics.org.nz noting Athlete Representative application in the subject line. References will be requested for any short-listed candidates.

The closing date for applications is Monday 21 July 2025 at 1700 hrs / 5pm.

For further information, please contact governance@paralympics.org.nz or athletescouncil@paralympics.org.nz