

The Services

Position title:	Team Psychologist
PNZ representative to whom the Contractor will report to:	Medical and Health Lead
Internal relationships:	New Zealand Paralympic Team (NZPT) Leadership Team; athletes; coaches; support staff
External relationships:	Milano Cortina 2026 Staff and Volunteers Snow Sports New Zealand Psychologist HPSNZ Head of Psychology NZOC Wellbeing Lead Performance Service Providers

The Team Psychologist will perform the following Services:

Wellbeing

- Work as part of a multidisciplinary support team to deliver an integrated and best practice approach related to psychological science.
- Provide oversight and guidance using evidence-based solutions to mitigate against states of ill-health, underperformance, while fostering enhanced health, learning, development, motivation, emotional/cognitive abilities, and overall resilience.
- Before the Milano Cortina 2026 Paralympic Winter Games, collaborate with network providers to ensure continuity of approach heading into the games period.
- A member of the PNZ Games Delivery Team, assisting with Paralympic Winter Games time planning, and ensuring management plan for a supported environment within the village.
- Ensure comprehensive plans are developed for all NZPT members to have post Paralympic Games wellbeing strategies to ensure a return to routine in New Zealand is supported.
- Plans to support NZPT members should the Paralympic Winter Games be postponed or cancelled.
- Assist with other operational team duties as requested.

Safeguarding

- Provide psychological services to athletes and consultation to staff on both a regular and emergency basis, including crisis-intervention, assessment, counselling, and treatment in individual and group formats.
- Provide proactive and reactive consultation to assist team members in psychologically responding to issues and challenges, including post competition elements.

Psychology Support

- Deliver psychological support, in line with competency, to meet the needs of athletes and coaches and engage in supervision with the HPSNZ Head of Psychology.
- The practitioner is expected to work within their competency and to seek supervision or consultation when situations present themselves beyond their scope of practice.
- Maintain a comprehensive, database of work conducted with athletes and coaches and appropriate reporting.

Team Meetings

- Attend Milano Cortina 2026 Games Delivery Team meetings in the build-up to the Paralympic Winter Games, approx. one per month.
- Attendance at other ad hoc meetings may be required.

Communications

- Liaise with NZPT staff.
- Ensure all communication of appropriate and relevant information is shared within the NZPT.
- Establish strong working relationships with all sport team leaders, managers, coaches, support staff and Para athletes.

Person Specification

- The Team Psychologist must be a registered Clinical Psychologist and in good standing with the New Zealand Board of Psychologists and have a current practicing certificate.
- Have provided psychological services for more than one Paralympic cycle and have delivered a performance psychology role at a pinnacle event
- Have previous participation in a psychological capacity at an international multisport event, e.g., Paralympic Games, Olympics, or Commonwealth Games is desirable
- Have completed the IOC Safeguarding course or similar is desirable
- Be committed to assisting in the development of a health and performance-focused team environment
- Ability to manage self and work with others effectively for prolonged periods while being in a challenging and high-pressure environment.

Skills and Attributes

- Foundational and functional expertise in the application of psychological science (i.e., mental health assessment, diagnosis, treatment, and human performance/sport psychology)
- Technology literate – including Microsoft applications
- Excellent communication, presentation, and interpersonal skills
- Good analysis and problem-solving skills
- Proactive and able to take initiative
- Resilient and able to cope under pressure
- An ability to work independently and collaboratively as part of a positive team
- Knowledge of, and commitment to the Treaty of Waitangi – Te Tiriti o Waitangi

ROLES & RESPONSIBILITIES TIMELINE

August 2025 – February 2026

- Monthly Games Delivery Team meetings
- Sport Forum (1 day)
- Pre-Games evaluations
- Health, Safety and Wellbeing approaches and operationalisation of wellbeing initiatives
- Preparation for Games time environment

Time Allocation: 1-2 hours per week up to the Games, will vary depending on meetings

Games period and post

- Games time delivery – full Position Description as shown above
- Follow up on outstanding issues from Games
- Report Preparation

Time Allocation: Full time, if attendance required at the Milano Cortina 2026 Paralympic Winter Games.