



PARALYMPICS NEW ZEALAND

BOARD APPLICANT INFORMATION

ABOUT US

Paralympics New Zealand (PNZ) is the National Paralympic Committee (NPC) and the sole governing body of Para sport in Aotearoa New Zealand, recognised by the International Paralympic Committee (IPC). PNZ has the exclusive right to represent, develop, promote and protect the Paralympic Movement in Aotearoa New Zealand.

Our primary role is to lead successful New Zealand teams to the Paralympic Games. We are also part of a worldwide social change movement, which promotes the power of sport to positively influence perceptions and outcomes for disabled people and to promote a more diverse and inclusive society.

To do this, we support and celebrate the achievements of Para athletes at international and national competitions all year round. Every two years, we lead the New Zealand Paralympic Team to the Paralympic Games – summer and winter.

We also educate New Zealanders, especially children, about the power of sport to change lives for people with disabilities. Additionally, we work with stakeholders to advocate for improved systems and programmes to enable participation in Para sport.

As an organisation, our attention is currently focused on the Milano Cortina 2026 Paralympic Winter Games and the Los Angeles 2028 Paralympic Games. Other organisational priorities are updating our strategic direction, ensuring a sustainable revenue model and considering ways to support the development of the Para athlete pathway, from participation to high performance, across more Para sports in Aotearoa New Zealand.

PNZ is an incorporated society registered under the Incorporated Societies Act 2022 (# 220302) and a registered charity (CC33576) under the Charities Act 2005. Our members are 19 National Sports Organisations and 11 Regional Disability Sports Organisations, with a further three Associate member organisations. PNZ is governed by its [Constitution](#).

VISION

Through Para sport, lives will be transformed.

VALUES

Leadership: Strategic leadership and collaboration with members, partners and Para athletes, building a strong and sustainable Para sport pathway.

Excellence: Demonstrate excellence at all levels of the Para sport pathway, ensuring quality experiences for all.

Advocacy: Champion equity, accessibility and inclusion for all New Zealanders to be involved in sport.

STRATEGY

To read the full PNZ Strategic Plan 2021 – 2032 [click here](#). Please note, we are in the process of updating this with a revised Statement of Strategic Direction.

The PNZ Strategic Plan 2021 – 2032 is founded upon the vision and values of the organisation, which drive our efforts to achieving three key outcomes.

1. Equity is achieved when Para sport is recognised at all levels of sport in Aotearoa New Zealand.
2. A strong and sustainable pathway to the Paralympic Games.
3. Aotearoa New Zealand is diverse and fully inclusive.

ROLE DESCRIPTION

This vacancy arises due to the incumbent ending their third and final term of office as an Appointed Board Member.

Title Board Member (Appointed)

Term Four (4) year term. The term will start 1 February 2026 and end 31 January 2030.

Honorarium

Chairperson	\$30,000pa
Deputy Chair	\$7,000 pa
Board Member	\$5,000 pa
Committee Chair	\$3,500 pa
Committee Member	\$1,500 pa

The Honorarium is paid quarterly. Travel and other reasonable expenses will also be covered.

Time commitment At least six (6) ordinary Board meetings (in person or virtual) per year with additional virtual meetings as required for the Board and Committees.

Board Composition

The PNZ Board consists of between 8 to 10 Members:

- 5 are elected by the members
- 2 are appointed by an Appointment Panel
- 1 Athlete Representative is appointed by the PNZ Athletes' Council
- any current IPC Board member or IPC Athletes' Council member sits on the Board ex-officio
- 1 co-opted Board member may be appointed by the Board.

The Board is responsible for the governance of PNZ and exercises all the powers of PNZ, except those reserved for the members at a General Meeting, such as the election of elected Board Members and amending the PNZ Constitution.

The Board has several Committees, which Board members sit on including Audit and Risk; Governance; People and Performance, Awards and Honours, and the Cyril Smith Legacy Fund Committee.

The Board operates in accordance with a Board Charter and governance policies.

For information about our existing Board members, please visit our [website](#).

Board Accountabilities

The PNZ Board is responsible for the stewardship and future wellbeing of PNZ. Board members are expected to exercise leadership, enterprise, integrity, and judgement in directing PNZ to provide assurance of its continuing and lasting prosperity.

The Board is accountable for:

- providing leadership to PNZ ensuring that it achieves continuing prosperity in the best interests of PNZ and its members;
- taking active steps to ensure an appropriate mix of Board members whether through interaction with key stakeholders resulting in the election of appropriately skilled personnel by members or through the appointment of individuals;
- establishing PNZ's purpose, values and sets the strategic direction as the basis for management's planning;
- determining and monitoring the appropriate culture for PNZ and modelling behaviours that both reflect and promulgate the desired culture;

- establishing governance policies that provide a framework for the management of PNZ and ensuring that internal processes and procedures are designed to provide effective controls and serve as the basis for reporting to the Board as required;
- providing financial governance to protect and optimise the assets and resources of PNZ;
- employing the CEO and monitoring management and PNZ performance against Board-established criteria;
- identifying and monitoring the management of PNZ's risks;
- ensuring that PNZ complies with all internal and externally imposed compliance requirements; and
- establishing and maintaining effective interrelationship with stakeholders.

Board Skills, Knowledge, Experience

In considering applicants for the Board, the Appointment Panel is required to assess applicants on merit; take into account the evaluation of the competencies and needs of the Board, and the following factors:

- the applicant's prior experience in governance roles (such as trustee, director, executive committee member or similar);
- the applicant's level of knowledge and understanding of Para sport and/or sport;
- the applicant's level of knowledge and experience in community, sports and/or not-for-profit organisations;
- the applicant's understanding of and empathy with Para athletes and others involved in Para sport;
- the current and prospective skills, knowledge and experience of the Board as a whole, including the desirability for conflicts of interest to be minimised and a range of skills and experience on the Board; and
- the preference for gender balance, diversity and disabled people on the Board.

For this vacancy we are seeking a Board member with strengths in one or more of the following areas:

- stakeholder engagement (especially within government/public sector);
- revenue generation;
- marketing/media;
- Te Ao Māori.

In addition, to maintain our commitment to having a minimum of 40% of each gender on the Board, a female Board member is preferred (but not essential) to fill this vacancy.

Candidates with lived experience, or knowledge of people with a disability are particularly welcomed.

PNZ is an equal opportunities employer committed to diversity and inclusion. Thus, it welcomes applications from qualified candidates from any background or life circumstances.

APPLICATION PROCESS

The appointment of a person to fill the vacancy will be decided by the PNZ Board Appointment Panel which comprises Jana Rangooni (PNZ Chair), Selwyn Maister (former PNZ Chair), and Mark Copeland (independent).

To apply, please complete the [Application Form](#) on our website: [Paralympics New Zealand Board Member Vacancy - Paralympics New Zealand](#) together with a covering letter and a copy of your CV outlining your experience, skills and expertise which you will bring to the Board of Paralympics New Zealand.

7 October 2025	Applications open
7 November 2025 @ 5:00PM	Closing date for applications
20 November 2025	Shortlist interviews
Late November 2025	Due diligence / decision
Late January 2026	Induction
1 February 2026	Position commences

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