



**PARALYMPICS NEW ZEALAND
BOARD**

**ATHLETE REPRESENTATIVE
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 a successful NZ Paralympic Team 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 NZ 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 Los Angeles 2028 Paralympic Games and the French Alps 2030 Paralympic Winter Games. Other organisational priorities are ensuring a sustainable financial and 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 National Sports Organisations, Regional Disability Sports Organisations, and Associates. PNZ is governed by its [Constitution](#).

STATEMENT OF STRATEGIC DIRECTION

PNZ is in the process of finalising a new [Statement of Strategic Direction](#), with additional information to be shared in Q3 2026, to support the implementation of the new PNZ Vision and Purpose.

VISION

An inclusive Aotearoa New Zealand through Para sport.

PURPOSE

The Purpose of PNZ is to:

1. Lead successful NZ Paralympic Teams to the Paralympic Games
2. Advance the Paralympic Movement in Aotearoa New Zealand by showcasing sporting excellence and promoting disability inclusion through Para sport.

VALUES

The PNZ Values are:

- WHANAUNGATANGA *Belonging*
- MAIA *Strength, Courage*
- MANA TANGATA *Leadership through Action*
- KAIRANGATIRA *Excellence*

ROLE DESCRIPTION

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 Para 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 Sports 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.

With the first term of the inaugural Athlete Representative due to conclude, PNZ is seeking to fill one appointed Athlete Representative Board position. We note that the incumbent Athlete Representative has indicated that they will be reapplying for a new term.

Please note that concurrently to this process, the PNZ Board will be undertaking a separate process for the election of three further elected Board positions. We note that the two incumbent members have indicated that they will be reapplying for new terms. More information on this process can be found [here](#).

Title **PNZ Board Athlete Representative (Appointed)**

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 role is for you.

Term PNZ Board Athlete Representative terms are two (2) year terms, with a three consecutive term maximum. For this appointment process, the term of the appointed role will begin on 1 February 2027 and conclude 31 January 2029.

Honorarium

PNZ Chair	\$30,000 pa
PNZ Deputy Chair	\$7,000 pa
PNZ Board member	\$5,000 pa
PNZ Board Committee Chair	\$3,500 pa
PNZ Board 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 PNZ Board meetings (in person or virtual) per year with additional virtual meetings as required for the PNZ Board and PNZ Board 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.

PNZ Board Composition

The PNZ Board consists of between 8 to 10 members:

- 5 are elected by the PNZ members;
- 2 are appointed by the PNZ Board Appointment Panel;
- 1 Athlete Representative is appointed by the PNZ Board Appointment Panel (including representatives of the PNZ Athletes' Council);
- any current IPC Governing Board member or IPC Athletes' Council member is also invited to join the PNZ Board ex-officio; and
- up to 1 co-opted PNZ Board member may be appointed by the PNZ Board.

The Athlete Representative is a full voting member of the PNZ Board.

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

The PNZ Board has several Committees, which PNZ Board members sit on including Audit, Risk, and Finance Committee; Governance Committee; and People and Performance Committee. PNZ Board members may also support other (non-honorary) sub-groups such as Awards and Honours Committee, and the Cyril Smith Legacy Fund Committee.

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

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.

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

PNZ 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 PNZ 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 PNZ 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 PNZ CEO and monitoring management and PNZ performance against PNZ 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.

PNZ Board Skills, Knowledge, Experience

In considering applicants for the PNZ Board, the PNZ Board Appointment Panel is required to assess applicants on merit; take into account the evaluation of the competencies and needs of the PNZ 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 PNZ Board as a whole, including the desirability for conflicts of interest to be minimised and a range of skills and experience on the PNZ Board; and
- the preference for gender balance, diversity and disabled people on the PNZ Board.

APPLICATION AND APPOINTMENT PROCESS

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 NZ Paralympic Team in at least one of the previous three (3) Paralympic Games (winter or summer) – from and including Rio 2016 and Milano Cortina 2026;
- 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.

To apply, please complete the [Application Form](#) on our website: [Paralympics New Zealand Board Member Athlete Representative 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.

8 June 2026	Applications open
29 June 2026	Closing date for applications at 1700 hrs / 5.00pm
23 July 2026	Shortlist interviews
August 2026	Due diligence / decision
August 2026	Athlete Council Consideration
1 February 2027	Term of Appointed Athlete Representative begins

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](#).

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