



**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 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 | <i>Belonging</i>                 |
| - MAIA           | <i>Strength, Courage</i>         |
| - MANA TANGATA   | <i>Leadership through Action</i> |
| - KAIRANGATIRA   | <i>Excellence</i>                |

## ROLE DESCRIPTION

PNZ is seeking to fill three elected Board positions. Position 1 arises due to the incumbent's resignation from the PNZ Board, and the Board member newly elected through this process will complete the incumbent's term. Position 2 and 3 arise due to the conclusion of the first term of two incumbent PNZ Board members. We note that the two incumbent members have indicated that they will be reapplying for new terms.

Please note that concurrently to this process, the PNZ Board will be undertaking a separate process for recruitment of the Athlete Representative in conjunction with the PNZ Athletes' Council. We note that the incumbent Athlete Representative has indicated that they will be reapplying for a new term. More information on this process can be found [here](#).

<b>Title</b>	PNZ Board member (Elected)
<b>Term</b>	PNZ Board member terms are four (4) year terms, with a three consecutive term maximum. For this appointment process: <ul style="list-style-type: none"><li>• Position 1 will begin in Q3 2026 and will conclude in January 2028.</li><li>• Positions 2 and 3 will begin 1 February 2027 and conclude 31 January 2031.</li></ul>

### 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.

<b>Time commitment</b>	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.
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### 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 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-honorarium) 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.

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.

**For these vacancies** we are seeking PNZ Board members with strengths in one or more of the following areas:

- Legal and risk
- International Paralympic Movement understanding/connections
- Para sport system knowledge from participation through to high performance
- Commercial/Revenue generation
- HR/culture experience
- Governance experience with potential Chair ability
- An understanding of supporting an organisation as it continues its Te Ao Māori journey.

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 AND APPOINTMENT PROCESS**

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.

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	Election by PNZ Members
September 2026	Position 1 begins
1 February 2027	Positions 2 and 3 begin

The PNZ Board Appointment Panel, which comprises Jana Rangooni (PNZ Board Chair and President), Dr Selwyn Maister (former PNZ Chair and PNZ members representative), and Mark Copeland (independent appointee) will identify suitable applicants for each vacancy, to recommend for election by PNZ Members.

For further information, please contact [governance@paralympics.org.nz](mailto:governance@paralympics.org.nz).