

POSITION DESCRIPTION

TITLE	Preparation & Recovery Practitioner
TEAM	Commonwealth Games – Glasgow 2026
REPORTS TO	Team Services Director
DATE	October 2025

Purpose of the Position

As a member of the Performance Support Team, the practitioner will provide preparation and recovery support for the New Zealand Team to the Glasgow Commonwealth Games 2026 (approximately 18 July – 3 August 2026). They will contribute to the creation of team Manaaki that positively supports all members health, wellbeing, and readiness to perform, during the Games.

Key Responsibilities

- Provide comprehensive preparation and recovery support to members of the New Zealand Team during the Glasgow Commonwealth Games 2026.
- To provide subject matter expertise in evidence-based practice to support sports related to preparation and recovery.
- Pre-Games attend any Performance Support Team forums, athlete Games Ready workshops and any meetings organised by NZOC to best prepare the team for the Games.
- Contribute to planning and needs assessment to support service provision at Games time.
- Work with NZOC Team Service personnel and NSO Leaders to understand the performance needs of the Preparation and Recovery areas in each team location.
- To work closely with the multi-disciplinary Health and Performance Teams at the Games.
- Lead the coordination of the preparation and recovery areas, including appropriate use, and monitoring of the area, maintenance, hygiene and safety, restock of agreed supplies, timetabling, and record keeping.
- Develop a plan for the delivery in each accommodation location – noting there are limitations on operational areas.
- Plan and source the required equipment and consumables and ensure that they are ready in line with the NZ Team freight deadlines and requirements.
- Work with the broader Games time performance team to resource team locations.
- Manage relationships with accommodation health clubs on behalf of the NZ Team.
- Support athletes in the correct recovery strategies within the Preparation and Recovery areas as requested by NSO support teams, health team, and Area Leader.
- Work closely with the health team to provide specific advice as required.

- If applicable, work effectively in partnership with other practitioners who are part of the NZ team in a sport specific role.
- Remotely liaise effectively with all HPSNZ practitioners in supporting their roles with NZ campaigns and/or directly with their athletes.
- Complete debrief, reporting and support athlete transition back to the daily training environment as well as completing any offboarding requirements.

Essential Experience

- Currently working in HPSNZ's Athlete Performance Support team across physiology, S&C or PTA disciplines.
- Currently working with New Zealand high performance athletes and/or programmes/campaigns.
- Worked or working with an international level squad or team and/or experience working at a global multisport event.

Desired Experience

- Familiarity with the Commonwealth Games sport disciplines.
- Previous successful participation in a performance physiology role at an international multi-sport event e.g. Winter Olympic Games, Olympic Games, Commonwealth Games, Paralympics, Youth Games or World University Games.

Essential Personal Attributes

- Ability to manage self and work with others effectively in a challenging and high-pressure environment.
- Commitment to assist in the development and implementation of a performance-focused team environment that does not compromise the wellbeing of our team members.
- Ability to work as a team player.
- Ability to connect, build and maintain positive relationships with others.
- Flexible and conscientious approach to work.
- Organised, and an excellent decision maker.
- An understanding of Māori and Pasifika culture.
- A passion for sport.

Essential Skills

- An understanding of the needs of elite athletes, coaches and support staff in a high-



performance environment.

- The ability to build trust, and maintain effective relationships across disciplines, roles, and leadership within the NZ Team.
- The ability to triage, assess, formulate, and work collaboratively among a multidisciplinary environment.
- Strong Organisational Skills – ability to manage timetables, supplies and space usage efficiently.
- Initiative and problem solving – proactively identifying and resolving issues related to equipment, scheduling or safety.
- Attention to detail – ensuring hygiene, safety and maintenance standards are consistently met.

Remuneration

- The fee for the Services shall be paid in accordance with your High Performance Sport New Zealand contract for service/employment agreement.
- Where the Performance Nutritionists involvement in the team isn't reimbursed directly from a sport or HPSNZ, there will be a service fee paid by the NZOC of \$250 per night away for the duration of your time overseas with the Team at Games-time.
- Outside of Games-time, your time will be offered on a voluntary basis; this may include attendance at the Team Support forums and any allocated pre- and post-Games duties/tasks.
- Costs for Games-related air travel, outfitting, accommodation and food will be met by the New Zealand Olympic Committee.

Tenure of Post

- The tenure of this post is from appointment through to one month post the end of the Games (to allow for completion of any post-Games reporting requirements).

APPOINTMENT TIMELINE	
Applications Open	20 October 2025
Applications Close	31 October 2025
Short listing and Interviews	From 3 November 2025

To compete an Expression of Interest please complete the [questionnaire via this link](#).

Please contact Ryan Archibald, NZOC Team Services Director if you wish to discuss or require further information on the Job Description or application process:

Email: ryan@olympic.org.nz | Phone: 021 050 0220

