

SCHEDULE A
Schedule of Services

The Contractor shall provide the following Services:

Position Title:	2024 NNZ U21 Squad Physiotherapist		
Work Area:	High Performance	Reports to:	Pathways Programme Manager NNZ Lead Physiotherapist
Primary Location/s:	Various		
Employment Status:	Independent Contractor - part time Fixed Term commencing 1 st July, concluding 31 December 2024		

Primary Purpose of Position	
	<ul style="list-style-type: none"> Lead the squad relevant Netball New Zealand Female Athlete Health (FAH), Wellbeing and Physiotherapy programme for U21 squad in consultation with the NNZ Lead Physiotherapist and Sports Medical Director. Co-ordinate the Medical and Musculo-skeletal screening process for U21 Squad members to support minimizing injury / illness in consultation with the NNZ Lead Physiotherapist and Sports Medical Director. Mitigate the impact of illness and injury of all U21 squad members by facilitating and supporting an evidence-based return to play protocol and working closely with regional providers. Support NetballSmart Principles and embed them into the U21 campaign.

KPI's	
	<ul style="list-style-type: none"> Educate players on FAH, minimising injury / illness risk, mitigating impact of injury / illness prevention strategies and NetballSmart principles in order to optimise performance and support players to become U21s who "Inspire New Zealand with their performances at home and on the world stage". Advise coaching staff with regards to injury and health status of the athletes throughout the NZ U21 Campaign. Provide coordinated care and support for athletes leading into, whilst in campaign and post campaign. Optimal use of CYA as a central repository of athlete information <ul style="list-style-type: none"> Medical Physiotherapy Loading Wellness Training Optimal management, preparation and overseeing of physiotherapy +/- medical processes whilst in camp and on tour. Ensure continuity of care for athletes on return from NZ U21 tours or events by coordinating post tours or events care with regional providers.

Responsibilities & Measures	
Key Accountabilities	Critical Factors
Planning	<ul style="list-style-type: none"> • Contribute to the planning of the U21 campaign to promote optimal performance throughout the campaign. • Ensure that content is in line with the NetballSmart programme and player loading recommendations. • Maintain contact with athletes and their regional physiotherapists in the lead up to Tours and events to consult on injury or health concerns that may impact on performance and or availability. • Be familiar with the NZ Drugs in Sport policy and the procedures of the Drug Free Sport NZ and the relevant International rules of the game. • Support and facilitate education opportunities on FAH
Ensure there is an effective, co-ordinated approach to the management of individual squad/team members.	<ul style="list-style-type: none"> • Liaise with Lead NNZ Physiotherapy to fully understand the NNZ FAH programme (Injury and illness mitigation, injury and illness impact mitigation, wellbeing, physiotherapy and medical protocols and procedures). • Oversee the delivery of the NetballSmart Principles and FAH delivery to ensure appropriate services are provided to minimise and mitigate impact of injuries. • Facilitate an evidence-based return to play (RTP) protocol for all injury and illnesses. • Facilitate a multidisciplinary team approach to injury mitigation, management and RTP. • Work closely with the Lead U21 S & C to prioritise health and injury risk mitigation to optimise performance. • Liaise as the primary point of contact with U21 support services (medical, S & C, psych, nutrition) • Ensure optimal use of CYA as a central repository of athlete information. • Establish and maintain a working relationship with the NZ U21 Head Coach, Assistant Coach, Manager, NNZ S & C Lead and any other NNZ appointed personnel regarding player FAH, wellbeing, injury and illness management protocols and procedures. • Liaise with Coaches, NNZ Lead Physiotherapist, regional providers, and players to ensure appropriate communication of injury status and follow up strategies. • Provide advice and recommendations to NNZ U21 national squad personnel on aspects relating to minimising injury risk and mitigate injury impact and management. • Organise supplies for tours and camps from NNZ provider (USL) in consultation with Lead Physiotherapist. <ul style="list-style-type: none"> • Work within NNZ budget.
Prepare athletes for performance whilst on tour	<ul style="list-style-type: none"> • Lead performance preparation (activations, NetballSmart Dynamic warm up, NetballSmart landing skills and transitions skills) • Lead cool down and recovery protocols. • Educate the athletes the “why” of these protocols and ensure they use these practices regionally.

Ensure the 'Nationally identified' values, team culture and player expectations are understood and reinforced consistently in all aspects of the programme.	<ul style="list-style-type: none"> National Squad values, team culture and player expectations are discussed and demonstrated at training camps/tours. Values applied in 'approach' to athletes.
Act in a professional manner at all times and maintain confidentiality of player/squad/team information in accordance with Netball New Zealand policy and the Privacy Act.	<ul style="list-style-type: none"> Establish and maintain a professional working relationship and trust with the Head of High Performance, NNZ Physiotherapy and Medical team, support personnel, team management and players. Maintain a high level of confidentiality in accordance with Netball New Zealand policy and the Privacy Act.

Key Relationships	
Internal	External
NZ U21 Head Coach NZ U21 Assistant Coach NZ U21 Manager NZU21 S & C Head of High Performance Pathways Programme Manager NNZ Lead Physiotherapist NNZ Sports Medicine Director	Athletes External Coaches External Physiotherapists and Medical Staff

Staff Reporting	
Paid	Volunteer
Nil	

Delegation of Authority	
Nil	

Core Competencies, Skills & Qualifications/Experience	
Competency	Descriptors
Specialist Knowledge & Experience	<ul style="list-style-type: none"> Diploma or Degree in Physiotherapy. Post Graduate qualifications in Sports Medicine and/or Sports Physiotherapy recommended. A minimum of 4 years team sport experience with developing athletes. Knowledge of the NNZ High Performance Environment.

Specialist Knowledge & Experience (cont)	<ul style="list-style-type: none"> • Proven High Performance Physiotherapy Experience • Member of New Zealand Society of Physiotherapists and Sports Medicine NZ
Leadership	<ul style="list-style-type: none"> • Is calm, confident, decisive and objective. • Can give and receive constructive feedback to enhance performance. • Ability to provide constructive & effective recommendations to athletes and support staff. • Skilled at determining important issues, prioritising and multi-tasking.
Communication & Interpersonal Skills	<ul style="list-style-type: none"> • Establishes and maintains positive working relationships. • Written and oral presentations & communication is clear, concise, effective and persuasive. • Strong listening skills and ability to encourage & maintain two-way dialogue on Issues. • Can communicate consistently, openly and honestly in any situation. • Is energetic, highly motivated, enthusiastic and considerate. • Understands and is able to work in a team environment. • Good time management and planning.

Other	
	<ul style="list-style-type: none"> • Given the demands of this role, and the nature of working sport, work outside standard working hours will be required (ie in the evening and weekends).