

Academy of Sport Manager

Kaupapa | Purpose

Lead the establishment of the Academy of Sport and Sport Science Laboratory to develop and deliver innovative sport, recreation, athlete development, and performance initiatives that enhance ākonga success, strengthen industry and community partnerships, and contribute to Toi Ohomai strategic priorities.

As part of the Academy of Sport, this fixed-term role is responsible for establishing the programmes, partnerships, systems, facilities, and operating frameworks required to deliver a sustainable and industry-connected Academy and Sport Science capability that creates positive outcomes for ākonga, stakeholders, and communities.

Reports to: Executive Director, Finance and Infrastructure

Team: Academy of Sport

Remuneration: To be confirmed

Ārahi | Lead

Lead the establishment and ongoing development of the Academy of Sport function, ensuring alignment with Toi Ohomai strategic priorities.

Lead the establishment and ongoing development of the Sport Science Laboratory, including commercial services, industry and community engagement, ensuring alignment with athlete development, learner success, applied learning opportunities, and organisational priorities.

Provide values-based leadership to the Academy of Sport and Mokoia Recreation Centre teams, fostering a culture of engagement, collaboration, continuous improvement, high performance, and exceptional customer service.

Lead and support the Mokoia Recreation Centre team to deliver a welcoming, safe and inclusive environment that promotes the health, wellbeing and recreational participation of ākonga, kaimahi and community members.

Provide leadership and oversight of sport science capability, ensuring services, facilities, equipment, partnerships, and operating frameworks support the Academy of Sport and future growth opportunities.

Ensure the wellbeing, development, productivity, and performance of kaimahi through effective leadership, coaching, and support.

Lead the development of strategic partnerships, opportunities, and initiatives that contribute to the growth and sustainability of the Academy of Sport.

Manage financial, physical, and people resources to support delivery of agreed outcomes and organisational priorities.

Collaborate with leaders across Toi Ohomai to ensure connected, integrated, and learner-centred service delivery.

Ngā mahi | Do

Design, implement, oversee and embed the Academy of Sport operating model, programmes and services, including athlete recruitment, selection processes, monitoring and learner support.

Establish and implement the Sport Science Laboratory, including operational frameworks, service offerings, equipment requirements, stakeholder engagement, commercial services, research opportunities, community engagement and future capability planning.

Develop and support athlete testing, performance monitoring, and athlete development initiatives that contribute to learner success, sporting excellence, and community engagement.

Apply sport science knowledge and performance insights to inform programme design, athlete development pathways, service delivery, and continuous improvement.

Develop partnerships and commercial opportunities that enhance sport science capability, athlete services, applied learning opportunities, and organisational sustainability.

Build and maintain effective partnerships with sporting organisations, schools, clubs, iwi, community stakeholders and industry partners to support athlete development, learner outcomes and sport science service delivery.

Develop and promote participation and development pathways that enhance learner engagement, achievement, progression, and sporting outcomes.

Grow participation in the Academy of Sport through the recruitment, engagement, and retention of athletes, meeting agreed enrolment targets of six (6) athletes in Year One and 12 athletes in Year Two, and establishing a sustainable pipeline of talent and opportunity.

Support athlete success by fostering high-performance environments that enable achievement in sport, study, and personal development, resulting in increased athlete representation and success at regional, national, and international levels, while using performance insights to continuously enhance programme outcomes.

Identify, secure, and manage funding, sponsorship, partnership, and commercial opportunities that contribute to long-term sustainability.

Monitor performance, evaluate outcomes, and use evidence and insights to inform continuous improvement and strategic decision making.

Ensure services, programmes, and facilities operate in accordance with organisational policies, legislative requirements, quality standards, and health and safety obligations.



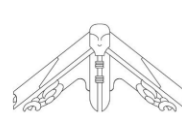
WHANAUNGATANGA



TOITUTANGA



MANAAKITANGA



KOTAHITANGA

Contribute to organisational initiatives and strategic priorities through collaborative leadership and cross-functional engagement.

Demonstrate commitment to:

Ākonga at the center through ensuring positive outcomes for ākonga in all aspects of their learning journey.

Te Tiriti o Waitangi and Māori Success by positively championing and contributing to the success of partnerships with Iwi, Hapū and Mana Whenua, honoring Te Tiriti o Waitangi to uplift Māori success.

Equity by identifying and removing barriers to participation and achievement, and fostering inclusive, culturally responsive environments where all ākonga and kaimahi can thrive.

Vocational Education Excellence through building responsive provision and services to meet the needs of ākonga, and stakeholders and to enable future sustainability.

Pūkenga | Have

Postgraduate qualification in Sport Science, Exercise Science, Human Performance, Strength and Conditioning, or a related discipline, or an equivalent combination of qualifications and significant professional experience in athlete performance and sport science environments.

Demonstrated experience applying sport science principles and undertaking athlete performance testing, monitoring, assessment, and analysis within athlete development, strength and conditioning, or high-performance sport environments.

Ability to establish, develop, and oversee sport science services, facilities, programmes, or initiatives, including the application of evidence-based approaches to improve outcomes.

Experience establishing, operating, or contributing to sport science laboratories, athlete testing environments, performance centres or commercially operated sport science services.

Evidence of ongoing professional development that enhances knowledge and practice relevant to the position.

Proven leadership experience, including people leadership, resource management, and budget management.

Experience establishing, implementing, or leading new programmes, services, initiatives, or business functions.

Experience developing strategic partnerships and identifying opportunities that support organisational growth, sustainability, and stakeholder outcomes.

Demonstrated ability to lead change, influence stakeholders, and deliver outcomes in complex environments.

Commercial acumen and experience identifying, developing, and managing funding, partnership, sponsorship, or business development opportunities.



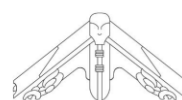
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Extensive experience supporting athlete development and high-performance sport environments, with a demonstrated commitment to excellence, innovation, and positive athlete outcomes.

Experience advocating for and leading the inclusion and application of Te Tiriti o Waitangi principles and practices within a workplace setting.

Experience leading and promoting the use of te reo Māori, tikanga Māori, and mātauranga Māori within the workplace.

Demonstrated practice in advocating for, supporting, and leading approaches that promote equity and prioritise positive outcomes for priority learner groups

Waiaro | Be

At Toi Ohomai, Toiohomaitanga describes our way of doing and being. It reflects how we care for each other, work together, and uphold our shared purpose. These behaviours apply to all kaimahi, with expectations scaled to the nature and level of each role. They guide how we show up in our mahi, contribute to our collective success, and reflect our commitment to Ā mātou uara | Our values in everyday practice.

Ako: Demonstrates curiosity and a commitment to continuous learning. Applies new knowledge to improve practice and outcomes and actively contributes to a culture of shared growth. This supports toitūtanga by sustaining excellence and adaptability over time.

Authentic and Inclusive: Fosters inclusive environments where people feel safe, respected, and able to be themselves. Actively includes diverse perspectives, addresses inequities, and supports others to thrive. These behaviours reflect manaakitanga through care, generosity, and upholding the dignity of all.

Connected: Builds and maintains strong, trusting relationships across teams and communities. Fosters cross-functional collaboration by sharing knowledge, aligning efforts, and supporting others to achieve shared goals. Communicates with empathy and respect, contributing to a shared sense of purpose. This strengthens whanaungatanga by nurturing meaningful connections and collective wellbeing.

Innovative and Impactful: Identifies opportunities to improve and applies evidence, creativity, and courage to drive meaningful change. Uses data and insights to inform decisions, challenge the status quo, and focus on outcomes that matter for ākonga, kaimahi, and communities. These behaviours reflect kotahitanga, recognising that lasting improvement is strengthened through collaboration and shared purpose.

Engaged: Actively participates in Toi Ohomai initiatives that advance our vision. Shares knowledge, supports others, and contributes to a positive, forward-focused culture. This is how we can live kotahitanga, working together with unity and purpose.

Self-aware: Demonstrates humility, reflection, and openness to feedback. Understands the impact of their actions and takes responsibility for creating conditions where others can thrive. This reflects toitūtanga through thoughtful and courageous practice that supports respectful relationships and sustainable ways of working.



Ngā Hononga Mahi | Working relationships

Internal: Leadership and kaimahi as required.

External: Ākonga, sporting organisations, regional sporting bodies, schools, clubs, iwi, community organisations, commercial partners, funding bodies, High Performance Sport NZ and other relevant stakeholders.

Resource delegations and responsibilities:

Financial: TBC

People: TBC



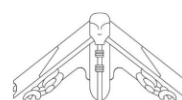
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