

POSITION BRIEF

APPOINTED AND ELECTED DIRECTORS 2026

NEW ZEALAND RUGBY LEAGUE INC

Background

Rugby league has played a significant part in New Zealand sport for over 100 years. Formed in 1910, New Zealand Rugby League (NZRL) is the governing body for rugby league in Aotearoa New Zealand.

At its heart NZRL exists: “**To transform lives and community Hauora through rugby league.**”

Rugby League in Aotearoa is *More Than a Game*. It is a vehicle for connection, belonging, identity and wellbeing across communities. Guided by Te Tiriti o Waitangi and tikanga Māori, NZRL operates with a strong cultural foundation grounded in:

- **Kotahitanga** – United as One Whānau
- **Manaakitanga** – Respectful and Inclusive
- **Kia Pono** – Acting with Trust and Integrity
- **Te Pae Kahurangi** – Striving for Innovation and Excellence

These values shape how we lead, how we serve and how we honour our communities. We are more than a sport, we are a movement deeply connected to the lives of our people and the communities we serve, played from the grassroots level to the international stage.

In 2025, NZRL developed a new strategic direction and envisioned future to guide the organisation forward to 2030. ‘*More Than A Game*’ is at the centre of this strategy.

Our Goals are anchored in four Pou:

- **Pou Tūhono – The joining of peoples with purpose:** More people participate in our game
- **Pou Tūturu – To be authentic:** The way we play our game and win enhances mana
- **Pou Tupu – To grow, increase:** Aotearoa and international fans are connected with game
- **Pou Hauora - Health, wellbeing and vitality:** Individuals and communities increase their hauora

The Board comprises eight directors; four appointed, three elected and one permanent Director being the current Chair of Aotearoa New Zealand Māori Rugby League (ANZMRL). Of the seven appointed or elected Directors, at least three must be Independent Directors and three must be Rugby League Knowledgeable. A Board Appointments Panel, comprising of one independent Sport NZ appointee, a representative appointed by the Members and two appointees by the NZRL Board, one of whom must be an Elected, Rugby League Knowledgeable Director, is convening this appointment process.

For more information on the organisation, please visit www.nzrl.co.nz.

Positions

The Panel is seeking applicants for **two** Appointed (Independent) Director and **one** Elected Director vacancies. One Appointed Director and the Elected Director are each standing again for a second term.

All Board members need to: demonstrate governance knowledge and leadership, apply a future-focused mindset, understand confidentiality, contribute to highly functional board dynamics be able to work collaboratively within a high trust environment and have an understanding and appreciation of Te Tiriti o Waitangi.

The Board is continually seeking to appoint people who bring diversity of thought and perspective to enhance board decision-making. Accordingly, the Board encourages applications from Women, Tangata Whenua, Pasifika, Other ethnicities, Individuals with a disability, the LGBTIQ community and provincially-based individuals.

Candidates who have the skill sets set out below and who can bring an element of diversity and strategic thinking to the current board mix will be looked upon favourably by the Appointments Panel. As a qualifying partner organisation of Sport NZ, NZRL is required to have 40% self-identified women on its board.

The desirable skill set and experience the Panel is looking for in the **Appointed Directors** include:

Appointed Director (Two vacancies)

- Experienced Director, ideally with commercial board exposure
- Understanding of the New Zealand sport funding landscape/governance network
- Strong network potential linked possibly to commercial experience and/or other sporting organisations
- Experience in fundraising through commercialisation of assets
- Connections to business and philanthropic networks
- Currency and connectivity to the wider sporting world, especially in high performance sport

The desirable skill set and experience the Panel is looking for in the **Elected Director** include:

Elected Director (One vacancy)

- Zone, District, Affiliate or other Board governance experience is preferred
- A strong connection to the game of rugby league at an elite level, either through playing, administration, management, coaching or other roles within the sport
- Connections within sport at a governance level
- Team focused with strong interpersonal and communication skills

Please note that applications for the **Elected Director** must be supported by a nomination letter from a NZRL member (Zone or Affiliate) and written acceptance of that nomination by the nominee. Nomination letter templates are available if required.

Time commitment and term

As a guide, we expect an average time commitment around two days each month per Director. Full day board meetings are held every six weeks in Auckland or via audio visual link.

We anticipate the roles starting immediately after the AGM which this year is being held on Saturday 27 June 2026. Terms are four years and directors are eligible for re-appointment for one further term.

Remuneration

Directors fees are set at \$12,000 per annum (with an annual CPI increase).

Interviews

All applicants should be available for interview by Zoom during the last two weeks of May 2026.

To Apply

Applications for the **Appointed Director** vacancies should be emailed to: jane.moore@nzrl.co.nz please.

Applications incorporating a **Zone/ANZMRL nomination** by way of completion of a Zone/ANZMRL nomination form should be emailed to: jane.moore@nzrl.co.nz please. **Applications must be accompanied by the nominee's full CV and his or her acceptance of the Zone/ANZMRL nomination in writing.**

The closing date for applications is **5.00pm on Friday 15 May 2026.**