

Potential Cycling Integrity Steering Committee Members for Appointment:

1. The Objectives of the Cycling Integrity Steering Committee (CISC)

The CISC is being established to provide oversight of CNZ's actions in response to the 2022 Inquiry recommendations. Further to this, to propose to the Board; possible solutions, changes to policies, procedures, as necessary to give effect to the implementation of the recommendations identified in the Cycling New Zealand & High Performance Sport New Zealand Inquiry (the Inquiry recommendations).

The CISC must seek, in all its activities, to embody the philosophy outlined in CNZ's Statement of Commitment and specifically, as they relate to the sections detailing:

- Athlete Voice;
- Human Rights; and
- The Cycling Community

2. Appointment of Cycling Integrity Steering Committee (CISC) Members

- The Independent Chair is appointed by the CNZ Board and endorsed by SNZ and HPSNZ.
- The Independent Chair, CNZ and SNZ will nominate to the Board, candidates for appointment for the CISC. The Board will accept the nominations as presented.
- The CISC may also co-opt individuals or representatives of organisations to CISC, from time to time, where specific expertise or experience is required.
 - If co-opting someone onto the CISC, this must be within the available budget.
 - The CNZ Board will be advised of any co-option. It will also be publicly announced.
 - Any co-option should last no more than three (3) months. If a person is required to be co-opted for longer, the CNZ Board must approve a longer period of co-option.

3. Membership of the Cycling Integrity Steering Committee (CISC)

The CISC comprises five (5) members:

- Independent Chair (Kit Toogood)
- Two (2) athlete members
- A person nominated by Cycling NZ (CNZ)
- A person nominated by Sport New Zealand (SNZ)

The Transformational Director of CNZ (Kereyn Smith) will be an ex officio member of the CISC.

4. Cycling Integrity Steering Committee (CISC) Accountabilities

- Scoping and planning
- Develop and make proposals
- Community and stakeholder engagement

5. Requirements of all Cycling Integrity Steering Committee (CISC) Members

All members must also bring a passion for the work of the Steering Committee, strategic, analytic, and interpersonal skills, a commitment to athlete-centred decision-making and a trauma- informed approach, and a future-focused mind-set. Specifically, the CISC is looking for members who demonstrate the majority of the following:

All members:	
A genuine understanding, interest in and passion for the purpose of the Steering Committee, and an appreciation of the role of sport to the wellbeing of the individual and the community.	
Excellent judgement, and high standards of personal integrity.	
A growth mindset, willing to learn from experience and from others and apply own knowledge and experience to help shape the future.	
Strong interpersonal and collaboration skills.	
Tenacity and the resilience not to get knocked back by challenges.	
Articulate, able to communicate ideas and information clearly and succinctly.	
Critical thinking, and strategic decision making capability.	
Ability to work collaboratively with a diverse range of stakeholders.	
A commitment to uphold the principles of Te Tiriti o Waitangi, and an understanding of our diverse and multi-cultural country.	
Capacity to meet the time requirements of the role.	
It is desirable for athlete representative members to include:	
An impacted athlete from the period of the Inquiry and Review reflects on and/or;	
An athlete representative who has experience in athlete advocacy, leadership and is known for championing athlete rights within CNZ and through national and international sport settings.	
It is desirable for the qualities of the members nominated by Cycling NZ and Sport NZ to include:	
High levels of integrity, respect, mana and standing within the community	
Expertise in leadership and/or governance in sport	
Practical experience in working in and/or with the New Zealand sport system and sector	