

Chief Medical Officer (CMO) Application & role description



Date:	19 February 2026
Reports to	Secretary General (or in their absence a board appointed director or executive)
Start date	On conclusion of interview.
End date	Appointments are reviewed on a 4-year Paralympic cycle
Remuneration	Voluntary
Commitment	Variable, but is likely to be 3 or 4 hours over a monthly period.
Travel	Limited and expenses will be covered where required

World Wheelchair Rugby (WWR) is the governing body responsible for the sport of Paralympic wheelchair rugby. We are committed to drug free sport, athlete welfare and are WADA compliant and IPC classification code compliant. WWR are seeking a CMO to lead on medical matters relating to the sport.

The WWR Chief Medical Officer (CMO) is appointed by the Board of Directors.

The responsibilities of the CMO do not include the practice of medicine. All responsibilities relate to the provision of general advice on medical matters and not individual diagnosis or treatment.

In conjunction with the role, WWR are developing a Medical Advisory Group (MAG) to support the CMO role. Whilst the workload is expected to be minimal, WWR are conscious of the limited time individuals may have. An outline of the MAG is provided at the end.

Application process:

- Applications for the CMO role should be made through a CV and covering letter explaining how you meet the criteria.
- These should be sent via email to Joe Elliott at the WWR Office office@worldwheelchair.rugby no later than **Friday 27th March 2026**. Shortlisted candidates will be invited to an online interview.

Additional information:

If you have any questions or require additional information, please contact Joe Elliott at the office@worldwheelchair.rugby and visit <https://worldwheelchair.rugby>

Furthermore, if you feel that you don't have either the time or the skills for the role of CMO but would still like to support WWR's MAG, anti-doping or medical work, please contact Joe and we can offer and consider other opportunities.

Terms of Reference - Chief Medical Officer (CMO)

Responsibilities

The responsibilities of the CMO include:

1. Provide advice to the Board and Working Groups on medical matters,
2. Strategic leadership of medical and anti-doping related matters,
3. Chair and lead a Medical Advisory Group,
4. In conjunction with the Chair of the WWR Athletes Council, work to promote Best Practices In Athlete Welfare within WWR and its member organisations,
5. Advise the WWR Head of Classification on medical issues related to athlete classification and classification research,
6. Advise the lead for WWR competitions on requirements for medical services and standards at events,
7. Represent WWR to other organisations on matters related to medical issues,
8. Review and make recommendations on proposals for sport science, classification, and medical research,
9. Work with and provide guidance in reference to the anti-doping programme including liaison with the anti-doping manager in areas such as:
 - a. Therapeutic Use Exemption (where required act as the Chair of the TUE Committee)
 - b. Anti-doping rule violations
 - c. Anti-doping education

In addition to the above responsibilities, there is flexibility for the successful candidate to develop the role according to their own areas of interest / expertise. For example, this could involve advising on injury prevention or promoting mental wellbeing of those involved in the sport.

Person specification:

Essential skills and experience

- A qualified medical practitioner
- Knowledge of anti-doping in sport
- Able to co-ordinate a team
- Able to communicate in written and spoken English
- Have regular access to email and be able to react promptly to time-sensitive matters

Desirable skills and experience

- Knowledge and experience of sporting bodies and athletes
- Held an anti-doping related role previously
- Experience of assessing TUEs

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- Knowledge of Paralympic sport including classification
- Experience of working with athletes / individuals with high support needs

General requirements:

All WWR volunteers adhere to the following requirements:

- Promote and adhere the [WWR code of conduct](#) (Regulation 4, Appendix 1) by role modelling, peer monitoring and active peer support.
- Make all decisions with absolute impartiality in the best interest of athletes, sport and the organisation
- Declare any potential conflict of interest and not act in association with any national or vested interest.
- Complete a "Conflict of Interest and Confidentiality Declaration."
- Not abuse their positions or capacity in obtaining advantages or benefits.
- Not associated with any agencies or persons that are inconsistent with the principles of WWR and its values.

Medical Advisory Group - Terms of Reference

The objective of the Medical Advisory Group is to provide guidance and advice for the World Wheelchair Rugby Chief Medical Officer (CMO) in relation to Medical and Athlete Welfare matters for Wheelchair Rugby.

The terms of reference are to:

- Provide guidance and advice to the CMO at the CMO's request,
- Review Medical Guidelines when requested,
- Provide input to matters of medical policy,
- Provide input to major issues as and when e.g. Covid Mitigation Regulation and Return to Play protocols.

The Medical Advisory Group is formed under the principles of [WWR Bylaw 6](#) and will meet virtually when required by the CMO.