

- State Sport Organisation and elite team
- Strategic leadership and stakeholder management focus

ABOUT NETBALL SOUTH AUSTRALIA

Netball is the leading women's participation sport in Australia. Netball SA is the peak State Sporting Organisation for netball in South Australia and is affiliated with Netball Australia. It comprises 41 associations, including 8 regional academies and 1 metropolitan academy, 350 affiliated clubs, over 36,000 members and 35 full time and part time staff. It is one of the largest State Sporting Organisations in South Australia.

Netball SA is responsible for the governance, development, promotion and administration of netball throughout South Australia and has the responsibility for servicing its members, the operations of Priceline Stadium and the running of its elite team, the Adelaide Thunderbirds.

WHY WORK FOR NETBALL SOUTH AUSTRALIA?

This is an exciting time to be joining Netball SA with the organisation recently completing a new strategic plan. Also, work has commenced on the phase 1 upgrade of the Priceline Stadium facility, which has been supported by \$6.1M of State Government funding. The Adelaide Thunderbirds will again compete in the Suncorp Super Netball (SSN) with a refreshed playing list and a new coach.

This is a fantastic opportunity to mentor and lead an enthusiastic and committed team and shape a vision for netball in South Australia and beyond.

Adelaide is a wonderful city to live in, with a Mediterranean climate, low cost of living and a sport-enthused culture. Residents enjoy a wonderful work-life balance in the "20 minute city" where everything is close by and some of Australia's most popular tourist destinations are only a stone's throw away!

CHIEF EXECUTIVE OFFICER

The Chief Executive Officer (CEO) is hired by and reports to the Board and will be responsible for carrying out the organisation's strategic plan and policies and adhering to the Netball SA Constitution. The CEO is held accountable for all aspects of Netball SA's operations and management to ensure the success of Netball SA and its activities.

- Membership, operational and facility management
- Attractive remuneration package

The role requires an energetic and innovative strategic thinker with leadership experience within a service-based membership organisation.

To be considered for this role, you will have a successful track record in managing like-sized businesses, budgets and resources whilst delivering against strategic objectives and driving business development. Your commercial acumen will be matched by your sound judgement, creative decision-making capability, and the capacity to negotiate the best possible outcomes for Netball SA whilst at all times maintaining support and engagement of the Netball SA stakeholder family.

A background in sport, venue or facility management would be highly regarded, and you must be committed to providing strong foundations for the long term growth and success of netball in South Australia.

This is a unique opportunity to lead the sustained success of netball in South Australia both strategically and operationally.

KEY FUNCTIONS

The CEO will be responsible for the following key areas:

Governance, Policies and planning

- Implement good Governance including general policies to meet standards set by the Board, Netball Australia and Sport Australia; direct the administration and execution of such the policies and procedures.
- Plan, develop and approve specific operational policies, programs, procedures and methods in concert with general policies.
- With the Board, coordinate the development of Netball SA's Strategic Plan and drive the development of operational plans to deliver positive outcomes. Regularly review and provide updates to the Board on progress.
- Develop, maintain and administer a sound organisational plan, initiating improvements as necessary.

Stakeholder Relationships

- Attend meetings of the Board, Council and Netball SA Board sub-committees as required.

KEY FUNCTIONS - Stakeholder Relationships (Continued...)

- Work collaboratively with key stakeholders including but not limited to Netball Australia, The Office of Sport, State, Federal and Local Governments, SA Sports Institute, Member Associations, corporate partners and sponsors of Netball SA and the Adelaide Thunderbirds, Premier League Clubs and Netball SA registered participants.
- Attend stakeholder meetings including functions and events conducted by the Netball family in SA as required.
- Oversee the marketing and membership relations programs to promote the brand and values of Netball SA.
- Fulfil the public obligations of Netball SA as a participating member of the community.
- Develop and oversee strategies that foster effective relationships with the media.

People

- Provide strong leadership, direction and mentoring to senior managers and employees to ensure that the working environment is conducive to promoting a positive culture.
- Sets the standard for effective management, maintaining a high level of ethics, creativity, prudence, productivity and genuine concern for the development of staff.
- Initiate and monitors policies relating to personnel actions and training and professional development programs.

Finance and Administration

- Oversee the development of operating and capital budgets according to the budget calendar; monitor monthly results and other financial statements for Netball SA, taking effective corrective action as required.
- Deliver the Board approved budgeted result for the organisation.
- Provide advice and recommendations to the Board and relevant committees about all operational matters pertaining the Netball SA including the redevelopment/upgrade of Priceline Stadium.
- Oversee the management and upgrade of the Priceline Stadium facility. Be responsible for the care and maintenance of Netball SA's physical assets and facilities.
- Monitor compliance with purchasing policies and procedures.
- Complete an analysis of the financial statements, manage cash flow and establish controls to safeguard funds. Review income and costs relative to goals, taking corrective action as necessary, and report to the Audit and Risk Subcommittee and Board on such matters.

- Oversee the maintenance and up-dating of the organisations Risk Register, in consultation with the Audit and Risk Committee.

REPORTING RELATIONSHIPS

Reports to: The Board of Netball SA, which involves:

- Attending all Board meetings.
- Meeting with the Board Chair on a regular basis in between meeting times, to discuss and identify any risks to the business.
- Providing written and verbal reports to the Board in accordance with the schedule of meetings.
- Apprising the Board of trends, changing circumstances and unexpected occurrences that could call for innovation or the adaptation of the business plan.

Direct Reports:

- General Manager, Corporate Services
- General Manager, Commercial
- General Manager, Sport Development
- General Manager, Adelaide Thunderbirds & Elite Pathways
- General Manager, Brand, Marketing and Communications

LOCATION AND TRAVEL

This position is located at the Netball South Australia offices located at the Priceline Stadium, 155 Railway Terrace, Mile End South, SA.

Domestic travel will be required from time to time to attend games, meetings, functions and events

HOURS OF WORK

This is a permanent full time position. The role requires flexible hours, including evenings and weekends, to cater for the needs and operations of Netball SA and its members.

REMUNERATION GUIDE

An attractive remuneration package will be available to the successful candidate, negotiable depending upon the skill level and experiences. A vehicle will also be available for the use of the CEO only while a vehicle sponsor remains a partner of Netball SA. At the time of applying candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

CHIEF EXECUTIVE OFFICER - NETBALL SOUTH AUSTRALIA



SELECTION CRITERIA

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the Chief Executive Officer role will require a range of personal and professional skills, including:

- Prior experience working in a service-based membership organisation with an understanding of administration and servicing.
- Extensive knowledge and understanding of corporate governance and current management issues, trends and sporting industry practices and developments.
- Outstanding and proven ability to lead, develop, coach and influence others; providing politically sensitive, inspirational and charismatic leadership to staff, volunteers and members.
- A strategic thinker who is energetic and innovative.
- Excellent communication and interpersonal skills, with proven ability to interact and manage a variety of stakeholder relationships (including internal: Board, staff, volunteers and members; as well as external including all levels of government, industry associations, Netball Australia, corporate partners, facility users, compliance authorities).
- Experience in successfully working with a skill-based Board of Directors.
- Commercially savvy with strong marketing and PR skills and the ability to secure, maintain and service sponsors.
- Demonstrable success in managing budgets.
- Experienced in working to deadlines in a busy environment and communicate priorities to staff to direct work flows.
- Adaptability, flexibility and innovative to accommodate change and provide responsive services to meet member and stakeholder needs now and into the future.
- Ability to assess and analyse potential or existing problems, and to provide appropriate solutions.
- Ability to develop and implement innovative marketing and business strategies to enhance business performance to deliver a sustainable organisation.
- Proven values that include, collaboration, honesty, empathy and accountability.
- Proven sport, venue/facility and/or business management experience at a similar scale of operations will be highly regarded.
- Tertiary qualifications in Sport Management, Business or a related area of study will be highly regarded.
- Must have a 'working with children' certificate and any other requirement under Law.

WEBSITES

Both Netball South Australia and the Adelaide Thunderbirds have comprehensive websites which include information and news items on all facets of activities, services and programs.

The Netball SA website is: sa.netball.com.au

The Adelaide Thunderbirds website is:

adelaidethunderbirds.com.au

TIMELINES

Final interviews and the appointment of the Chief Executive Officer, Netball South Australia are scheduled for early February, 2019. The successful candidate would be expected to commence duties as soon as possible following appointment, mindful of notice periods required.

PLEASE APPLY NOW TO AVOID MISSING OUT!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately. **If you are intending to apply, please do so now** to avoid missing out on this opportunity.

Preferred Format: Sportspeople Recruitment prefers a CV of no more than 6 pages sent in MS Word file format.

Candidates must also complete and submit the **Sportspeople Recruitment Application Form** at the time of applying. The Form is available as a download at the Sportspeople Jobs Market listing for this role and contains questions against which we require your specific response prior to considering your application. Please include a 2 page cover letter at the bottom of the Application Form.

APPLY TO

Your application should be sent electronically to jobs@peoplerecruitmentgroup.com with the subject identifier of the email to be formatted as follows:

181218-01 CEO Netball South Australia <<Your Name>>

ENQUIRIES

The Chief Executive Officer, Netball South Australia recruitment assignment is being managed exclusively by **Sportspeople Recruitment - a specialist division of People Recruitment Group**.

In the first instance general enquiries should be directed to Scott Oakhill FREECALL AU 1800 634 388 or +61 2 9555 5000 or via jobs@peoplerecruitmentgroup.com.