



Cricket Tasmania Position Description

Position:	Chief Executive Officer
Department:	Executive
Manager:	Cricket Tasmania Board
Direct Reports:	Five
Role Purpose:	The Chief Executive is accountable for providing effective management and leadership for Tasmanian cricket with direct responsibility for ensuring achievement of all objectives of the Cricket Tasmania Strategic Plan and driving a high-performance culture.
Document Date:	September 2019

Cricket Tasmania's Strategic Link(s) to This Position

- Tailor the game to secure the future of cricket
- Innovative solutions to maximise long-term sustainable revenue to drive investment in the game

Key Responsibilities

Financial

- Achieve agreed financial results as agreed by the Cricket Tasmania Board
- Expand additional revenue streams, particularly in relation to growing team sponsorship (including the Hobart Hurricanes) and other events at Blundstone Arena and catering and hospitality
- Secure, grow and manage grants and funding received from government
- Grow Cricket Tasmania investments in line with the investment policy agreed by the Cricket Tasmania board

Cricket

- Ensure Tasmanian cricket teams remain Tasmania's preminent national sporting teams
- Produce Australian female and male contracted players in line with the strategic targets
- Oversee team performance and drive positive results of all Tasmanian male and female representative teams in line with the strategic targets
- Ensure that cricket in Tasmania is the number one participation sport and the national targets are achieved
- Grow the numbers of coaches, umpires and volunteers in Tasmanian cricket to a level that matches participation growth
- Align where possible with Cricket Australia's national strategy

Stakeholder Relationships

- Effective management of and influence in stakeholder relationships, including Cricket Tasmania members and employees, other state-based cricket associations, governments, media, venue, commercial partners, contractors, suppliers, fans and visitors to Blundstone Arena, Bellerive
- Manage all relevant relationships at Cricket Australia and be a strong contributor on behalf of Cricket Tasmania in all dealings with Cricket Australia. Productive relationships with Cricket Australia must support the achievement of national and state objectives whilst ensuring Tasmania's interests are always protected and promoted
- Build productive relationships with all local councils, particularly Clarence, Hobart and Launceston City Council's, with focus upon promoting the use of and promotion of Blundstone Arena and managing the

expectations of the community in conjunction with the Communications and Stakeholder Engagement Manager

- Build strong relationships with the Board, peers and direct and indirect reports. Be well respected and build a strong working relationship that strives to achieve the desired results
- Drive fan engagement through an increase in ratings, attendance and passion for the game in Tasmania
- Grow Cricket Tasmania membership base to meet target numbers and ensure consistent and relevant communication with all current and potential members
- Ensure Cricket Tasmania's teams are regarded as 'Tasmania's Teams'.
- Continue to grow and expand Cricket Tasmania's presence throughout Tasmania

Venue Management

- Maintain the venue to a standard that meets and exceeds regulatory and sporting codes and standards, including patron and Cricket Tasmania member expectations
- Source external funding for further venue developments as required
- Oversee the catering arm of the business and ensure that it has a positive effect on the business bottom line
- Attract additional sports, events and function to the venue and diversify Cricket Tasmania's income generation

Key Stakeholders

- Cricket Tasmania members and employees
- Cricket Tasmania Board
- Executive team
- Cricket Australia
- Other state-based cricket associations
- Governments and Media
- Venue and Commercial partners
- Community

Child Protection

It is your duty to comply with Cricket Tasmania Child Safety Standards which are designed to protect the welfare of children involved in the sport of cricket. As part of your duty, you must recognise that children need special care and attention that you will provide as you will be committed to protecting and prioritising the safety of children.

Governance

Cricket Tasmania is committed to managing risk in accordance with the processes established under its Risk Management Framework. To deliver on this commitment, you are required to be responsible and accountable for managing risk in so far as is reasonably practicable within your area of responsibility. You must at all times support the development, implementation and review of risk control and mitigation strategies and otherwise act in accordance with Cricket Tasmania's Risk Appetite level, as determined by the Board.

Duties under Workplace Health and Safety Requirements

It's your duty to comply with the Cricket Tasmania policies and procedures which are designed to protect your health and safety at work. As part of this duty, you must comply with all reasonable instructions from managers in relation to health and safety issues at work. This means participating in workplace health and safety training

and consultation, cooperating with Cricket Tasmania as required ensuring compliance with the law and reporting any incidents, hazards and near misses.

People & Culture

- Establish an appropriate organizational structure that enables the delivery of Cricket Tasmania’s vision and strategy
- Develop and execute the organisational strategy that links with the national strategy and that can be adopted by affiliate associations and clubs in Tasmania
- Initiate and lead organizational transformation when required and create a sustainable high performing organization in line with the strategic goals
- Develop and maintain engaged and motivated employees who have strong commitment to the Cricket Tasmania values
- Continually raise the standard of culture in the organization to a level that is above the Australian cricket average
- Promote and strive for the desired culture, values and behaviours amongst Cricket Tasmania employees and related groups
- Increase your capabilities in areas required to achieve desired outcomes by undertaking specific training and personal development programs
- Ensure adherence to the policies and procedures put in place by Cricket Tasmania, including but not limited to Workplace Health and Safety, Human Resources and Finance
- Ensure all relevant work, health and safety standards are maintained

How We Play – Key Behaviour Indicators



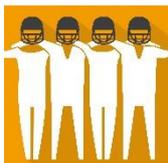
BE REAL
WE’RE REAL ABOUT CRICKET’S FUTURE
Show respect, talk straight.
Never be afraid to challenge or be challenged.



SMASH THE BOUNDARIES
GO FOR IT...CHANGE THE WORLD
Innovate. Be comfortable being uncomfortable.
Challenge the status quo without fear of failure.



MAKE EVERY BALL COUNT
BE RELENTLESS... PLAY TO WIN
Do what you say. Deliver.
Make Decisions.



STRONGER TOGETHER
GO FURTHER... COLLABORATE.
Embrace diversity. Listen. Customer’s voice 1st.
Do what’s best for cricket.

Key Position Requirements

Essential

- Demonstrated strategic thinking, planning and leadership skills with a focus on building sustainable results
- Strong commercial acumen with sound financial management skills and a strong commitment to accountability

- Strong verbal and written communication skills
- Strength of character and confidence combined with high energy, drive and a high level of self-awareness
- Demonstrated experience working in complex environments with multiple stakeholders, including government ministers, dignitaries and departments
- A strong passion for cricket

Desired Skills and Attributes

- Previous experience in a similar role as a CEO or executive manager
- Experience working with Boards and Committees
- Experiences in managing a high level of sporting organisation with a national presence

Leadership Skills

- Contemporary leadership and an ability to lead change. To excel in this role, a flexible, committed and sensitive approach to leading Cricket Tasmania will be essential
- The strategic ability to grow the business, to ensure its sustainability in the medium term.
- Leadership and development of the team. An ability to effectively empower the executive team, manage high workloads, and meet deadlines within the specified timeframes.
- Working collaboratively with key stakeholders to improve and outcome together. The CEO must work proactively with Cricket Australia, whilst also ensuring that they meet the organisation’s obligation to representing the game as best it can in the state of Tasmania
- The ability to negotiate complex multi-faceted deals with third parties
- Their excellent interpersonal skills, will be used to effectively liaise, negotiate and resolve conflict if and as required. The new Chief Executive will also be discrete and able to maintain confidentiality as required. Their friendly and down to earth attitude will make them accessible to their peers, colleagues and all Cricket Tasmania employees.

Qualifications

- Relevant tertiary business qualifications or equivalent experience

Acknowledgement

The list of key responsibilities and key results areas herein are not intended to be all inclusive and may include additional responsibilities as required and assigned.