• Leadership opportunity with an iconic swimming brand
• Execute the strategic and operational plans

ABOUT CARLILE SWIMMING

Carlile Swimming has been teaching children to swim well for 65 years. The organisation was founded by Forbes and Ursula Carlile, who were pioneers of Australian swimming education. Forbes and Ursula, together with Carlile Directors John and Sally Coutts, and Richard and Patty Cahalan, created a system of innovative teaching methods and operating systems that have made Carlile a leading swim school, not only in Sydney, but across the world.

Carlile Swimming’s goal is to teach children to be confident and proficient swimmers and to instil in them a lifelong love of the water. They achieve this goal through the operation of nine swim schools across Sydney, teaching over 20,000 children each week.

GENERAL MANAGER

Reporting to the Board of Directors, the General Manager will lead and manage the delivery of all strategic and operational requirements of Carlile Swimming and its nine swim schools.

The Directors have developed a clearly defined strategic and operational plan for the business as it recovers from the COVID period. The General Manager will be tasked with the execution of these plans over the initial 24 months, delivering on a set of clearly defined goals and metrics to ensure Carlile Swimming continues to achieve its core business goals within what is regarded as a highly competitive market place.

As the General Manager sets the tone and culture of the Head Office and operations, we’re seeking a dynamic manager with proven team leadership skills and experience and the ability to develop staff within an environment that facilitates great team performance.

To be considered for this leadership role you must have a demonstrated track record in managing and growing like-sized businesses with proven strength and experience across the core functional responsibilities of leadership, governance, relationship management, business development, financial accountability and commercial management.

This is an exciting opportunity to work with one of the most respected organisations in the global aquatics industry. Previous experience in the swimming or leisure industry is not required, however you must be passionate about the role and what Carlile Swimming can do for its customers.

• Attractive executive remuneration package
• Brookvale, Sydney’s Northern Beaches based

KEY RESPONSIBILITIES

The General Manager is responsible for the delivery of the following key areas:

• Execute the 2023 Operational Plan
• Foster strong bonds between Head Office team members and encourage effective cross-team collaboration
• Ensure alignment of Head Office team with team values, Charter and performance expectations
• Take accountability for deliverables and performance of the Systems Office team; managing the workflow and prioritising activity taking into account critical “business as usual” requirements as well as Operational Plan priorities
• Facilitate decision making effectiveness aligned with agreed Decision-Making Framework
• Conduct annual performance reviews for direct reports
• Manage work practices of the Head Office team and ensure leave balances are kept within agreed parameters
• Facilitate appropriate cadence of 1:1 meetings with all Managers, as well as all-in team meetings to ensure regular communication and understanding of priority focus areas
• Work with Manager of Site Operations in the area of Facilities Management e.g. scheduling and management of Major Capital Works, oversight and management of property leases and contracts with major suppliers
• Grow the bench strength of the senior manager cohort to ensure the organisation has appropriate succession options for all key managerial positions
• Assist the organisation continue to build its capability in
  o Technology
  o Digital Strategy
  o Data Capture/Analytics/Insight

REPORTING RELATIONSHIPS

Reports to: Board of Directors

Direct Reports
• Manager Operations
• Manager Customer Experience
• Manager People & Culture
• Manager IT
• Chief Financial Officer
GENERAL MANAGER - CARLILE SWIMMING

SELECTION CRITERIA

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

- Experience as a General Manager, CEO or equivalent
- Proven and successful track record as a leader of people
- Robust approach to business management
- The ability to work with autonomy and handle business accountability
- Self assuredness to work in an environment with a strong family presence
- Willingness and courage to make difficult decisions when needed
- Gravitas/presence to change beliefs and inspire people to deliver to required standards
- The courage to hold people to account for performance when necessary
- Strong communication skills
- Ability to manage conflict situations
- Ability to multi-task
- Influencing capacity to change / maintain desired culture
- Organisational and time management skills
- Staff management and continual development
- Invests the time in getting to know their team members beyond the superficial; seeks to know the ‘whole person’
- Business / financial knowledge, particularly in the area of budgets and financial reports
- Highly motivated for a challenge; indeed, seeks it out
- Passionate about the role and what Carlile can do for its customers
- Experience in the swim school industry (desirable)
- Experience managing a multi-site or franchise business (desirable)

REMUNERATION GUIDE

An attractive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experience. 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 before applying.

LOCATION

This position is located at the Carlile Swimming Head Office at Lifestyle Working Brookvale, 117 Old Pittwater Road. On site car parking is available.

HOURES OF WORK

This is a Full Time position. Due to the nature of the role and the aquatic industry, some evening and weekend work will be required from time to time for site visits and to attend meetings.

WEBSITE AND SOCIAL MEDIA

For more information and news items on all facets of activities, services and programs, visit:
- Carlile Swimming website: carlile.com.au
- Facebook: facebook.com/carlileswimming

RESIDENCY AND IMMIGRATION

Candidates must be an Australian Citizen / Permanent Resident or have unlimited working rights within Australia to be considered for this position.

TIMELINES

Final interviews and the appointment of the General Manager, Carlile Swimming are scheduled for early June, 2021.

The successful candidate will commence duties as soon as possible following appointment, mindful of notice periods and general availability.

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.

Applications Close: 2 June, 2021

Application Format: Candidates must complete and submit the COMPULSORY Sportspeople Recruitment Application Form at the time of applying.

The Application Form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

APPLY TO

Your application should be sent electronically via the “apply to” link at the website advertisement via sportspeoplerecruitment.com/jobs
ENQUIRIES

The General Manager, Carlile Swimming search and recruitment process is being managed exclusively by Sportspeople Recruitment.

In the first instance general enquiries should be directed to Scott Oakhill on 0408 258 337 or +61 2 9555 5000 or FREECALL AU 1800 634 388 or via jobs@peoplerecruitmentgroup.com.