



Chief Executive Officer Netball Victoria

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- **State sport organisation and professional team**
- **Strategic leadership and stakeholder focus**
- **Parkville (Melbourne) location**
- **Attractive executive remuneration**

About Netball Victoria

Netball Victoria is a highly regarded and successful not for profit, member based organisation which is governed by a volunteer Board of Directors. It is the peak sporting body for netball in Victoria and is affiliated with Netball Australia.

Enriching Victorian communities through netball from grassroots to the elite, the Netball Victoria family consists of over 100,000 members who play, umpire, coach or support netball from 169 Netball Associations and Leagues. Netball Victoria also proudly manages the Melbourne Vixens; a high profile and successful team in the Suncorp Super Netball Competition.

The Netball Victoria Executive Team comprises of CEO, COO and General Managers across: Commercial, High Performance, Netball Development, Affiliate Services and Business Services responsible for delivery of key business objectives developed from a rigorous strategic planning process. Netball Victoria is currently 3.5 years into the 2019-2022 Strategic Plan with a new Strategic Plan to be released late 2022 for 2023-2026.

The organisation is supported by 65 employees comprising of full-time and part time staff. Netball Victoria's Board of Directors and staff are supported by a solid volunteer network that ensures the membership base has access to a wide array of competitions, programs and services.

Netball Victoria has experienced a steady recovery from the pandemic lockdowns, with an annual turnover of approximately \$16million per annum which contributes to the development of the sport.

Netball Victoria is now seeking a new CEO following the recent resignation of Rosie King OAM after a successful 6+ year tenure.



Chief Executive Officer

Reporting to the Board of Directors, the Chief Executive Officer (CEO) provides overall strategic and operational leadership for the organisation including a pivotal role in the success of Netball Victoria Member Associations, Leagues and Clubs, and the Melbourne Vixens. The CEO is accountable for maintaining a positive culture of challenge, support and collaboration across the whole-of-sport as well as managing relationships with key stakeholders to ensure the organisation's objectives are met.

The 2023-2026 strategic plan is currently under development and the incoming CEO will be responsible for presenting and implementing this plan within the Victorian netball community.

To be successful in this role you will need to be a true leader and relationship builder; with an honest, upfront, cohesive and collaborative management style. You will need the maturity to lead the NV staff and stakeholder family with commercial acumen to manage the significant financial and commercial portfolio of this established business.

You will be experienced working with a Board of Directors and have the maturity, skills and political savvy to forge a strong relationship with the President, while providing leadership to and working with the Directors.

The CEO will champion the sport of netball, Netball Victoria and the Melbourne Vixens at every opportunity, in particular with Netball Australia, Government and commercial partners. A proven background in engaging and influencing people is essential, with advanced communication and negotiation skills required to build relationships and elicit cooperation from a diverse range of key stakeholders (internal and external), creating win/win outcomes.

While candidates with prior experience in a comparable CEO role will be highly regarded, we are also open to considering those candidates ready to apply the experience gained from a similarly scaled C-suite role. Knowledge and experience of the sport of netball and/or the Australian Sport system is not considered essential, but would be highly regarded.



Key Responsibilities

The Chief Executive Officer leads the overall business of Netball Victoria and manages all core functional areas. Key responsibilities include:

- **Champion Netball Victoria** at every opportunity
- **Leadership** and management of the Executive team (and other direct reports) to ensure the delivery of strategic and operational objectives
- **Governance** - act as the conduit between the Board and the organisation including communication and dissemination of information as well as ensuring legal and compliance obligations are met
- **Stakeholder Engagement and Advocacy** - identify and foster key relationships (State and Federal level Government, CEOs of sponsors, industry partners, Netball Australia, other Member Organisations etc)
- Present ideas and concepts for **innovation / improvement** to the Executive team for consideration (to deliver business strategies)
- **Resource Management** - overall responsibility for Netball Victoria finances and people
- Foster an **organisational culture** of challenge, support and collaboration - creating a positive environment for staff, volunteers and the netball community that is united in the delivery of the mission of Netball Victoria to enrich peoples lives through the sport of netball
- **Future focus** - participate in industry working groups, think tanks, research etc
- **Business Development** - extend the current well established business through partnerships and programs.

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:

- Strong ability to build relationships
- Strong leadership ability
- High level advocacy experience with Government and key stakeholders
- Proven ability to successfully engage with a volunteer Board of Directors
- Strong communication skills
- Ability to grow and extend a well established business
- Ability to influence and work closely with key partners (Netball Australia, Government etc)
- Proven ability to bring confidence to key stakeholders in the decision making process
- Proven ability to create a positive culture of challenge, support and collaboration
- Demonstrated capacity to produce and implement clear, evidenced based improvement plans and policies and lead innovation and change
- Proven track record in organisational health and alignment
- Experience managing budgets of >\$10m
- Relevant tertiary qualifications in Business or Sports Administration or equivalent (desirable)
- Current Working with Children Check



Hours of Work

This is a Full Time position. The sport industry operates outside of traditional business hours, including evenings and weekends. To succeed in this role, you must be willing and able to work when and where sport programs are happening.

As a minimum the Chief Executive Officer would be expected to attend Netball Victoria Board Meetings (every 6 weeks), various sub-committee meetings (as required), designated Netball Australia events and various Netball Victoria events and functions (e.g. Suncorp Super Netball, State Championships etc.).

Netball Victoria has a flexible approach to ensuring staff can balance family life and personal commitments alongside the demands of the industry.

Location and Travel

The Netball Victoria head office is located in a brand new office space in the State Netball Hockey Centre in Parkville.

A reasonable amount of travel within Victoria, plus occasional interstate travel will be required from time to time.

Remuneration Guide

A market competitive 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 prior to applying.

Residency & 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 Chief Executive Officer, Netball Victoria are scheduled for late September, 2022.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

Netball Victoria website: vic.netball.com.au

Melbourne Vixens website: melbournevixens.com.au

NV on Facebook: facebook.com/netballvic

Vixens on Facebook: facebook.com/melbournevix

NV on Instagram: instagram.com/netballvic

Vixens on Instagram: instagram.com/melbournevixens

NV on Twitter: twitter.com/netballvic

Vixens on Twitter: twitter.com/MelbourneVixens

NV on LinkedIn: linkedin.com/company/netball-victoria

Vixens on LinkedIn: linkedin.com/company/Melbourne-vixens

Prior to applying candidates are encouraged to also review the following:

- **Annual Report**
- **Strategic Plan**
- **Board of Directors**

(links to the above are available within the advertisement at the Sportspeople Recruitment website)

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. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications Close: 5pm Thursday 1 September, 2022

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment Application Form** at the time of applying. The 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 now" link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Robert McMurtrie** on **0413 838 464** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via jobs@peoplerecruitmentgroup.com.

About Sportspeople Recruitment

The Chief Executive Officer, Netball Victoria search and recruitment process is being managed exclusively by **Sportspeople Recruitment** - a specialist division of People Recruitment Group.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 26 years in 2022 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Netball Victoria as the exclusive search partner for the Chief Executive Officer position - our 235th Chief Executive Officer search.

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