



Chief Executive Officer

Swimming
New South Wales

SPORTSPEOPLE
RECRUITMENT



- **Lead and grow a successful Olympic sport across NSW and the ACT**
- **Strategic management and stakeholder engagement focus**
- **Grow the sport's performance, participation and partnerships**

About Swimming NSW

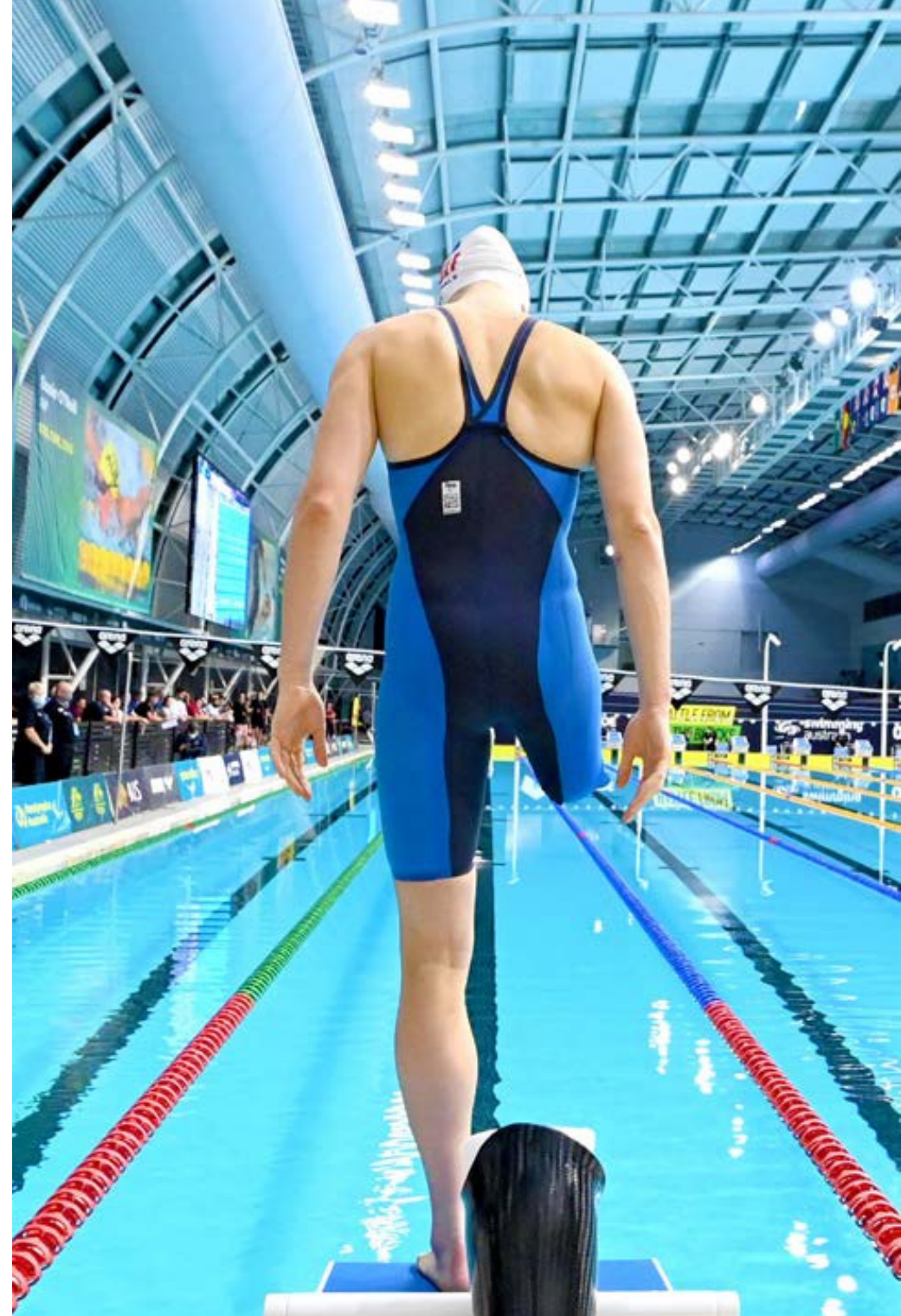
Swimming NSW is the peak body for Swimming in NSW and the ACT and aims to be the number 1 swimming state in Australia in performance and participation.

Swimming NSW currently has approximately 350 clubs and 30,000 registered members. Its members include swimmers, coaches, officials, administrators, volunteers and parents of swimmers. Swimming NSW is one of 9 independent stakeholders in Swimming Australia's federated governance structure.

Swimming is Australia's highest participation sport and is an activity that is synonymous with the Australian way of life. The art of swimming offers participants both important life skills and a sport that can be enjoyed by all ages and ability levels.

Governed by the Board of Directors, Swimming NSW operations is managed by the CEO and a dedicated team of 20 staff based in Homebush.

Many Dreams - One Passion



Chief Executive Officer

The Chief Executive Officer will work closely with the Board of Directors to lead the execution of strategy and manage the operations of Swimming NSW. The role will be crucial to the growth and success of the organisation ensuring Swimming NSW continues to deliver on its new Strategic Plan, 'Many Dreams, One Passion', with a focus on growing the membership base and continuing to improve the performance of NSW swimmers at national and international competitions.

The CEO is accountable for providing effective leadership and management for Swimming NSW's member organisations, stakeholders and staff. The Board of Directors are seeking a motivational and inspirational leader who is an dynamic communicator with exceptional stakeholder and relationship management capability.

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, strategic decision making capability, and the capacity to negotiate the best possible outcomes for Swimming NSW while at all times maintaining the support and engagement of the NSW swimming community.

You will need to be a self-starter, with a genuine interest in working for a large, geographically dispersed membership. You will have a reputation for building trusting relationships and while doing so, providing services, programs and activities to meet stakeholder needs.

This is a rare opportunity to lead Australia's most successful Olympic Sport in NSW and the ACT, whilst continuing the success of swimming both strategically and operationally.



Key Responsibilities

Participation

- Utilise data to identify, design, lead and measure initiatives to drive membership and engagement
- Drive a strategy of inclusion across all levels of the sport
- Oversee the marketing, communications and membership relations programs to promote the brand and values of Swimming NSW
- Provide a public profile representing the interests of the organisation at state and national level

Partnerships

- Provide leadership and establish partnerships both within Swimming in the state and nationally and with other sport sector stakeholders
- Develop and nurture sound and effective relationships with key stakeholders including but not limited to the NSWIS, ASTCA (NSW), NSW Office of Sport, State, Federal and Local Government
- Attend stakeholder meetings including functions and events conducted by the Swimming family in NSW as required including with Member Associations, corporate partners and sponsors
- Develop and oversee strategies that foster effective relationships with the media
- Maintain and enhance relationships with key commercial partners and sponsors

Performance

- Inspire and challenge for new benchmarks in the NSW Performance Pathways
- Ensure Swimming NSW Hub programs (and partnerships) are offering innovative, high performing and self-sustaining squad programs

Governance & Strategy

- Provide outstanding overall leadership, governance, and strategic planning
- Work in close partnership with the Board to innovate, plan and drive constructive, forward-thinking decision making
- Develop and implement initiatives to grow commercial revenue streams, including non-traditional revenue opportunities
- Implement good governance including general policies to meet standards and guidance by the Board, Swimming Australia and other stakeholders
- Develop policies and delivery plans to ensure the sport is strategically aligned across the State, including support of community grassroots goals and other various inclusion programs

Finance & Risk

- Overall responsibility for the financial performance of the organisation – including preparation of Annual Operational Plans and Annual Budgets
- Complete an analysis of the financial statements, manage cash flow and establish controls to safeguard funds
- Deliver the Board approved budgeted result for the organisation and ensure maintenance of good internal control and reporting is accurate and timely
- Review income and costs relative to goals, report to the Audit and Risk Subcommittee and Board on such matters
- Ensure a high standard of financial administration, propriety and compliance

Business Operations

- Plan for the organisation's ongoing operational needs, including technology, facilities and equipment and deliver effective day to day management
- Lead and oversee the seamless execution and evolution of the business of swimming and operating cadence including but not limited to membership cycles, event management , retail
- Integrate technology with the business model to both increase efficiency, as a performance tool and create greater commercial opportunity
- Provide advice and recommendations to the Board and relevant committees about all operational matters pertaining to Swimming NSW
- Provide direction for management committees to ensure 2 way engagement and alignment to the strategy and stakeholder requirements

Motivate, Engage and Develop the Swimming NSW Team

- Attract, retain and motivate the very best group of employees in the marketplace
- Ensure staff have above benchmark knowledge and skills to service Swimming in NSW and to support stakeholders
- Inspire, grow and nurture the volunteer Technical Officials

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the CEO role will be a self-starting visionary leader with proven capability in a range of personal and professional skills, including:

- Growing and sustaining member participation and engagement
- Creating thriving high performance environments
- Commercial acumen and business development / innovation
- Building and sustaining trusted partnerships with multiple stakeholder groups including but not limited to various levels of government, area committees, management committees, commercial partners, coaches, volunteers and officials
- Exceptional finance and risk practice
- Communication, consultation and negotiation
- Coaching, motivating and developing a high performing team
- Strong Board partnerships
- Senior management experience, ideally in a sports environment
- Ability to meet competing demands through effective prioritising to provide quality outcomes
- Leading a diverse and inclusive culture
- Bachelor's Degree in Sports Management or related field is desirable
- Current Australian Driver's Licence
- Current Working with Children Check
- Understanding of swimming highly regarded

Location and Travel

The position is based at the Swimming NSW office on Underwood Rd, Homebush, NSW.

Flexible working arrangements (e.g. working some hours from home by arrangement) will be available to the successful candidate.

Travel throughout NSW and the ACT (and some interstate travel) will be required to attend various meetings, competitions and events.

Hours of work

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

Remuneration

An attractive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

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, Swimming NSW are scheduled for January 2023. The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and the holiday season.

Website and Social Media

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

Swimming NSW website: nsw.swimming.org.au

Facebook: facebook.com/SwimmingNSW

Twitter: twitter.com/swimmingnsw

Instagram: instagram.com/nswswimming

LinkedIn: linkedin.com/company/swimming-nsw

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 noting we will be conducting screening interviews pre-Christmas and New Year where appropriate. We reserve the right to close the role as soon as sufficient merit applications are received.

Shortlist interviews will be held early January 2023 with the successful candidate expected to commence duties asap.

Applications Close: 5pm Monday 2 January, 2023

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.

A 1-2 page letter of introduction should accompany the Application Form merged 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 **Scott Oakhill on 0408 258 337** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via jobs@peoplerecruitmentgroup.com.

About Sportspeople Recruitment

The Chief Executive Officer, Swimming NSW search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

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 Swimming NSW as the exclusive search partner for the Chief Executive Officer position - our 243rd Chief Executive Officer search.

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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