



belgravia**leisure**  
connecting **community** to leisure

# AUBURN RUTH EVERUSS AQUATIC CENTRE

**Venue Manager -  
Auburn Ruth Everuss  
Aquatic Centre**

Belgravia Leisure

**SPORTSPEOPLE**  
RECRUITMENT





- **State-of-the-art aquatic and fitness facility**
- **Lead the Centre's staff, programs and operations**
- **Build your career with a growing and entrepreneurial organisation**
- **Based in Lidcombe, NSW**

## About Belgravia Leisure

Belgravia Leisure, part of the Belgravia Health and Leisure Group (BHLG), is the fastest growing leisure organisation in Australia with facilities stewardship including health clubs, wellness and spa, golf, aquatic and sporting venues in 250 locations across Australia and New Zealand.

Belgravia Leisure is in an exciting period of growth, looking to continue to diversify and deliver results while being a strong community citizen. With an annual turnover in excess of \$180m, the group are looking for the best and brightest to assist with taking the organisation into the future.

## About Auburn Ruth Everuss Aquatic Centre

Based in Lidcombe, NSW the Auburn Ruth Everuss Aquatic Centre offers a variety of fitness, health, leisure and lifestyle needs under the one roof.

The site features:

- 50m 9 lane heated outdoor pool with seating
- 25m heated indoor pool
- warm water program pool
- outdoor waterpolo pool
- heated indoor leisure & toddler pools and splash pad
- strong Learn to Swim and Squad programs
- fitness centre, including a fully equipped gym and program rooms
- kiosk/cafe





# Venue Manager

Reporting to the Area Manager - Southern NSW, the Venue Manager will be fully accountable for the facility's operations, financial performance and program deliverables. As a strong people leader, the Venue Manager will be responsible for recruiting, developing and leading a skilful and passionate cross-functional team (circa 100 staff) that delivers and drives exceptional customer service and a culture of innovation.

By developing and executing plans through engagement with the leadership teams, key stakeholders and Cumberland Council, this state-of-the-art facility will be known for its access and inclusion with programs aligned to delivering community health and wellbeing outcomes.

To be considered for this role you will require a strong leadership and business acumen and experience in sales, financial and risk management, in order to continue to drive the overall success of the centre. You have experience in planning and execution of operational, financial and people plans to achieve successful outcomes. With dynamic communication skills, a flair and ability to positive influence and negotiate win-win outcomes, you will lead by example and build rapport and positive relationships with a broad cross section of people. You will be tech savvy and have a sound knowledge of health and safety legislation.

The ideal candidate will have strong experience in managing and leading teams, preferably from within a similar leisure or aquatic facility. Experiences in aquatic operations and a good understanding of local government and its processes would be looked upon favourably.

Pool Lifeguard, First Aid and CPR certificates are required to be current by the time of commencement. Successful applicants will be required to obtain a national police check and a Working with Children check.

Are ready to step up into a Venue Manager position, or have you been considering a change of site? This is a rare leadership opportunity for someone who is passionate about delivering the highest level of customer service whilst further enhancing access to community leisure facilities in Sydney's West.





## Key Responsibilities

- Ensure the safety and well-being of visitors and employees through effective planning and oversight of policies, processes and procedures.
- Coach and develop leaders to deliver KPIs through engagement, performance planning and individual development plans.
- Lead a high-performance community minded culture through highly visible and hands-on leadership and team engagement.
- Achieve budget performance, program and diversity targets.
- Maintain a high value relationship with the council partner (Cumberland Council).
- Implement a high value customer service proposition that addresses the needs of the client base.
- Recruit of energetic, diverse and passionate employees as required to compliment the team and the vision for the Centre.
- Train and develop of staff to ensure they have the required knowledge and capability levels to carry out their work and achieve their objectives.
- Identify staff and develop career progression paths that lead to transparent and effective succession decisions when required.
- Maintain facilities to approved standards in line with contract requirements.

## 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:

### Qualifications (current or be willing to acquire)

- Pool Lifeguard qualification
- Level 2 First Aid and CPR Certificates
- Working with Children Check
- National Police Check clearance
- Valid drivers licence

### Experience

- Strong experience in managing and leading teams
- Proven leadership in the ability to handle difficult clients, problem solve, engage and motivate staff
- Ability to work in harmony, gain cooperation and assistance from a broad cross section of individuals, groups, organisations and staff
- Demonstrated experience with highly developed written and oral communication skills with a proven ability to negotiate and interact on complex and sensitive issues
- Proven leisure or aquatic facility management experience (highly desirable)
- Sound knowledge of health and safety legislation
- Aquatic operations experience (desirable)
- Understanding of local government (desirable)
- Understanding of swim programming (desirable)



## Hours of Work

This is a permanent full time position of 38 hours per week. Given the unique nature of the recreation industry candidates must be flexible and willing to work outside of office hours from time to time, including early mornings, evenings, weekends and public holidays. The Standard operating hours of the centre are 6am-9pm on weekdays and 7am-7pm on weekends.

## Location

Auburn Ruth Everuss Aquatic Centre is located at Church Street, Lidcombe, Only 550m from Lidcombe Railway Station.

## Remuneration Guide

An attractive remuneration package of up to \$90,000 per annum, plus superannuation will be available to the successful candidate, negotiable depending upon skill level and experiences.

A **bonus of up to 10% of salary** is available by achieving key performance indicators. Belgravia Leisure staff also have access to all the leisure facilities in the Sydney Metro area.

## Residency and Immigration

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

## Website and Social Media

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

Auburn Ruth Everuss Aquatic Centre website:

**[auburnaquaticcentre.com.au](http://auburnaquaticcentre.com.au)**

Facebook:

**[facebook.com/auburnrutheverussaquaticcentre](https://facebook.com/auburnrutheverussaquaticcentre)**

Instagram: **[instagram.com/auburnaquaticcentre](https://instagram.com/auburnaquaticcentre)**

Belgravia Leisure website: **[belgravialeisure.com.au](http://belgravialeisure.com.au)**

Facebook: **[facebook.com/belgravialeisure](https://facebook.com/belgravialeisure)**

Instagram: **[instagram.com/belgravialeisurepeople](https://instagram.com/belgravialeisurepeople)**

LinkedIn: **[au.linkedin.com/company/belgravia-leisure](https://au.linkedin.com/company/belgravia-leisure)**

## Timelines

Final interviews and the appointment of his role are scheduled for February, 2023. The successful candidate would be expected to commence duties as soon as possible, mindful of general availability and notice periods





## 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.**

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](https://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](mailto:jobs@peoplerecruitmentgroup.com).

## About Sportspeople Recruitment

The Venue Manager - Auburn Ruth Everuss Aquatic Centre, Belgravia Leisure 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 27 years in 2023 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 Belgravia Leisure as the exclusive search partner for the Venue Manager - Auburn Ruth Everuss Aquatic Centre position.

## 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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