



**Sport Integrity
Commission**
Te Kahu Raunui

Chief Executive

**Sport Integrity
Commission**

SPORTSPEOPLE
RECRUITMENT



- **Inaugural Chief Executive opportunity**
- **Set up and deliver a credible, unified and sustainable Sport Integrity Commission for New Zealanders**
- **Champion the adoption of a national code across sport at all levels**
- **Auckland based**

About the Sport Integrity Commission

The new Sport Integrity Commission is being established to deliver a safer and fairer sport and recreation experience for all through a strengthened integrity system in New Zealand.

The purpose, role, and scope of the Sport Integrity Commission (the Commission) are set out in the Integrity Sport and Recreation Act which became law in August 2023. This new Commission is an Independent Crown Entity (ICE) with regulatory responsibilities.

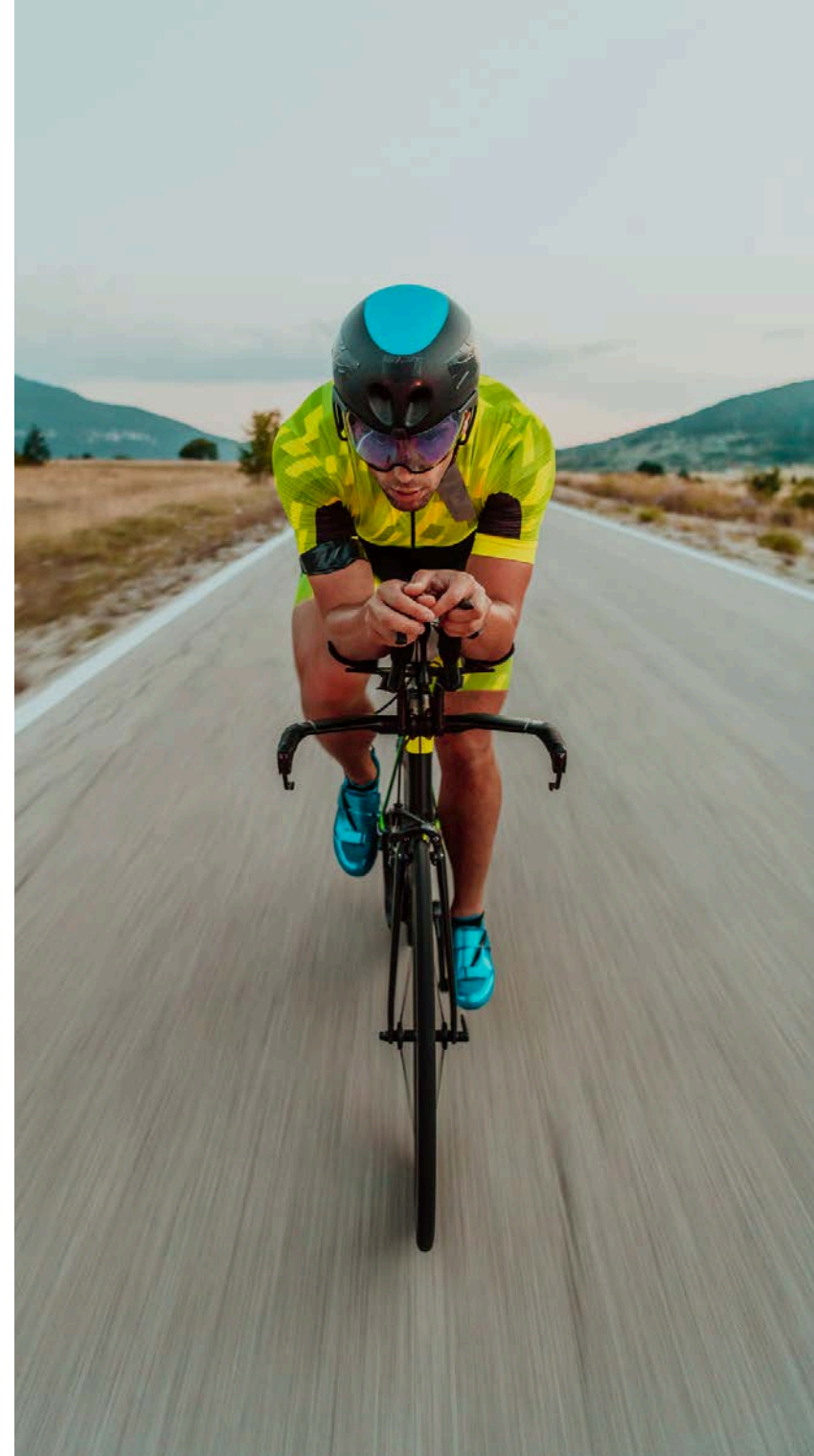
The Commission will formally commence operations on 1 July 2024. It will work independently across the sport and recreation sector to promote and protect the safety and wellbeing of participants, seeking to:

- prevent and address threats to integrity in sport and active recreation, and
- promote participants' trust and confidence in sector integrity.

Its focus will include participant protection (including protection against discrimination), child safeguarding, anti-doping, anti-competition manipulation, anti-corruption, and organisational culture. Drug Free Sport NZ is considered a high performing entity, and its anti-doping functions and powers will need to be seamlessly folded into the Commission upon establishment, along with the strong integrity capability-build work currently undertaken by Sport NZ.

In addition to providing advice and education, the Commission will advocate for integrity and be empowered to establish and enforce codes, including a national code for sport and recreation, as well as rules relating to integrity and fair competition. Adoption of the code and rules will be voluntary, and the Commission will work with organisations to encourage their uptake and effective implementation.

The Commission will also be able to conduct investigations into integrity matters, report on its findings, and may refer breaches of codes and rules to a Disciplinary Panel or the Sports Tribunal for resolution where necessary. The Sports Tribunal's jurisdiction will be expanded to include appeals related to the national code and referrals from the Commission.



Establishing a New Organisation for Integrity

The new Commission will be independent from existing sporting entities, including Sport NZ and High Performance Sport NZ. The Commission will take on the existing parts of the current sport and recreation integrity landscape. This includes the functions of Drug Free Sport New Zealand (DFSNZ) and the integrity functions of Sport NZ, and responsibility for the Sport and Recreation Complaints and Mediation Service in their entirety.

The Commission will build a cultural foundation across the organization that acknowledges and models its commitment to Te Tiriti o Waitangi by upholding the mana of Te Tiriti o Waitangi and Treaty principles of Partnership, Protection and Participation.

Guiding narrative:

The work of the Sport Integrity Commission Te Kahu Raunui manifests as a kākahu - cloak. The values form the kaupapa (foundation) of the kākahu, weaving together the many strands that create protection. Participants help strengthen the kākahu and are held within it.

What the Commission will:

This opportunity is to embed values that positively shape the culture in sports and recreation in New Zealand Aotearoa.

This will be done through:

- Upholding standards
- Promoting positive beliefs and behaviours
- Building capabilities

Whenu - Values: Respect | Honesty | Inclusion | Safety | Fairness

Public Service Commission:

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa.

i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi.

Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.



Chief Executive

This critical new leadership role is accountable for setting up and delivering a reputable, integrated, and sustainable Sport Integrity Commission for New Zealand. Working in partnership with the Commission Board, the Chief Executive is responsible for strategically leading the Commission to fulfil its statutory obligations under the Integrity Sport and Recreation Act and the Crown Entities Act and meeting expectations as set by the respective Minister and Government of the day.

With overall responsibility for the performance, reputation and development of the Commission, the Chief Executive works closely with the Board and Senior Leadership Team to ensure the Commission has a clear strategy in place and that short to long-term business plans are developed and delivered to achieve outcomes.

The inaugural Chief Executive has a significant mandate, encompassing various crucial responsibilities. Transitioning existing high performing anti-doping and integrity capability-build functions (from DFSNZ and Sport NZ), building new functional and service capabilities, fostering a cohesive organisational culture, and leading the vision for the Commission all require a leader who is adept at navigating complexity and driving change.

The role requires a respected leader able to engage with diverse groups to merge and develop existing and new functions, while also spearheading a persuasive campaign to rally support for a new code of conduct across the sector.

To be successful in this role you will have significant senior leadership experience with a focus on organisational strategy, performance, and delivery, ideally from within the Sport, Integrity, Justice, Law and/or Recreation sectors. You will also have a solid knowledge and understanding of the current anti-doping environment and sport integrity priorities, including statutory and regulatory imperatives.

Balancing the integration process with the task of engaging organisations to voluntarily adopt the code, demands a leader who is not only strategic and diplomatic, but also empathetic and proactive in addressing challenges while promoting change. You will be a master communicator, collaborator, and relationship-builder with the confidence to effectively engage with diverse stakeholders and address any obstacles that may arise.

Additionally, you will bring a strong knowledge and a deep understanding of Te Tiriti o Waitangi, with proven ability in applying Te Tiriti principles in a meaningful way. You will also have a competency with Te Ao Māori, Tikanga, and Te Reo Māori or a commitment to starting your journey and taking ownership of your learning and growth.

This unique multifaceted role is a once in a lifetime opportunity for an exceptional leader to drive the vision of a safe and fair sport and recreation experience for all New Zealanders.



Key Accountabilities

Strategic Leadership

- Lead, communicate and implement the strategic direction and plans for the new Commission, as approved by the Board and aligned to Statutory Obligations and Performance Expectations. Work with the leadership team to:
 - Develop strategic mid and long-term organisation implementation plans to meet the Commission's purpose; detail objectives/priorities and how they are to be achieved for approval by the Board.
 - Deliver strategic goals and plans as specified within agreed budget.
 - Establish and maintain an efficient organisation structure to support delivery of strategic plans, while remaining adaptive and responsive to environmental change.
 - Lead a positive, agile, and collaborative organisation culture focused on delivering strong outcomes for New Zealand.
- Promote the establishment, purpose, and vision of the Commission and monitor the sport integrity environment in both New Zealand and overseas.
- Monitor sport integrity trends (local and overseas) and relevant research and respond as required, ensuring the Board is fully briefed on all issues.
- Work with the Board and Commission Leadership to identify, assess and respond effectively to opportunities, challenges, and risks.
- Ensure strategy and operational approaches are robust and adaptive as integrity priorities within the sector continue to evolve.
- Perform any additional function that the Board directs the Commission to undertake.

Operational Management and Governance

- Ensure the transition of all existing integrity functions and resources from DFSNZ and Sport NZ to the Commission is completed effectively, in accordance with all legal, human resource and statutory requirements and regulations.
- Provide oversight of all organisation activities, manage the day-to-day operations, and assure a smoothly functioning and efficient organisation.
- Regularly evaluate both strategic and operational risks ensuring plans are in place to address and mitigate risk.
- Manage expenditure across the Commission within approved budgets and provide timely and accurate financial reporting.
- Provide high quality advice to the Board, the monitoring agency (MCH) and the Minister.
- Support the Board in its work with the MCH, Minister, stakeholder organisations and government officials to establish clear accountability and authority for the quality, effectiveness, and sustainability of the Commission's activities across integrity in sport and recreation, both nationally and internationally.
- Support the Board, its committees, and individual members to fulfill their governance function and responsibilities.
- Ensure the Commission's leadership have a clear understanding of the Board's policy and directions.
- Drive the development of operational approaches that are culturally responsive and sector specific.

Organisation and People Leadership

- Foster a positive, high performing, collaborative organisation culture.
- Set clear accountabilities, expectations and performance standards with direct reports and ensure regular performance coaching and development occurs across the organisation.
- Actively coach, mentor, and support direct reports to maximise team engagement, build capability and ensure successors are developed for key roles.
- Strengthen and grow an adaptive, change ready working environment that models the Commission's values of respect, honesty, inclusion, safety, and fairness.
- Build a cultural foundation across the Commission that acknowledges commitment to Te Tiriti o Waitangi by upholding the mana of Te Tiriti o Waitangi and Treaty principles of Partnership, Protection and Participation.
- Model exemplary leadership behaviours, management practice, ethics, and values.

Health Safety and Wellbeing

- Ensure the Commission is an exemplar of health and safety practice.
- Display commitment through active support of all health, safety, and wellbeing initiatives.
- Always ensure your own and others' health and safety.
- Comply with relevant health, safety and wellbeing policies, procedures, systems of work and event reporting.

Key Accountabilities (continued...)

Relationship Management and Stakeholder Engagement

- Build and maintain a strong and effective relationship with the Commission Chair and Board.
- Sustain positive and effective working relationships with NZ Sport and Recreation Organisations, New Zealand Olympic Committee (NZOC), Paralympic New Zealand, and other relevant Sport, Recreation and Integrity entities and stakeholders.
- Represent the Commission's views and protect its reputation in external interactions including acting as the spokesperson to media, sport community, commercial and government organisations.
- Build strategic alliances with key government and non-government representatives in the sport and recreation sector to ensure the Commission's views are influential in their decision-making.
- Establish effective partnerships with national and international organisations to identify and share best practice information.

Key Relationships

Reports to: Sports Integrity Commission Board

Direct Reports:

New Commission Leadership Team including:

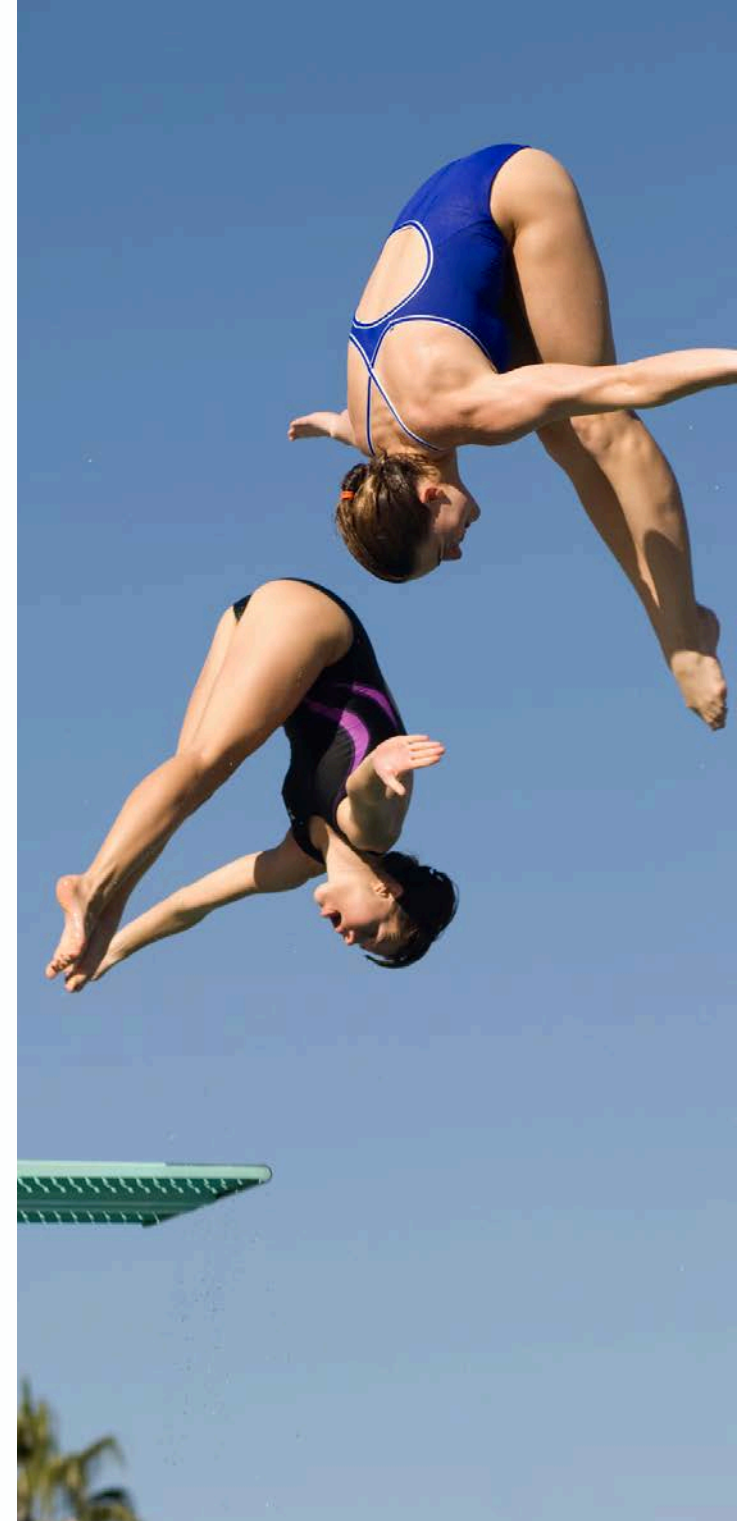
- General Manager Athlete Services
- General Manager Strategic Engagement
- General Manager Specialist Services
- Other potential roles TBC

Internal Relationships:

- Sport Integrity Commission Chair and Board Members
- Integrity Transition Programme Team
- Commission Senior Leadership Team
- Managers and staff across the Commission

External Relationships:

- Ministry for Culture and Heritage and officials
- Minister for Sport and Recreation and officials
- Sport New Zealand
- National sport organisations (NSO's)
- Recreation sport organisations (RSO's)
- New Zealand Olympic Committee (NZOC)
- Paralympics New Zealand (PNZ)
- Athlete representative groups
- World Anti-Doping Agency (WADA)
- International Sport and Recreation Integrity partners and organisations
- Third party mediation and service providers
- Media



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:

- An expert understanding of and commitment to the Commission's role and responsibilities as an Independent Crown Entity (ICE) with a regulatory role and responsibilities.
- Knowledge of DFSNZ (ICE) and Sport NZ's (Crown Agency) respective roles and responsibilities and an awareness of the wider social and political context in which the new Commission will operate.
- Vision and energy for leading the establishment of this new Independent Crown Entity.
- Respected leadership experience in the Integrity, Sport, and/or Recreation sectors.
- Solid knowledge and understanding of the current anti-doping environment including statutory and regulatory imperatives.
- Significant experience in senior positions with a focus on organisational strategy, performance, and delivery.
- A strong foundation of successful change and implementation marked by adaptive and flexible leadership.
- Outstanding communication skills including public presentations and in the media.
- Proven leadership experience in complex environments with diverse stakeholder/customer groups.
- An ability to understand and articulate stakeholder needs and preferences.
- Successful track record of building strong, high performing teams and positive culture.
- Evidence of successfully translating policy and strategy into action and outcomes.
- Experience leading professional teams in cross-functional environments.
- Experience delivering performance results on a sustained basis.
- Excellent change management and systems leadership.
- Knowledge of, and deep commitment to, the Treaty of Waitangi
- An ability to lead, coach and motivate skilled professional staff.
- Exceptional skills in attracting, appointing, developing, and retaining top talent.
- An ability to work effectively in the public sector with integrity and discretion.
- Highly developed relationship management skills, and the ability to relate to people at all levels.
- A professional network of experts and leaders within and external to the Sport and Recreation sector.
- Strong problem-solving and decision-making skills.
- Drive, pragmatism and resilience.
- A relevant tertiary qualification and/or extensive comparable and relevant experience is desirable.

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



Hours of Work

This is a full time position. Given the unique nature of the sport industry, working outside of office hours will be required from time to time.

In line with the flexible working arrangements policy, flexible work arrangements as part of this role may be explored.

Location & Travel

The role will be based at the Sport Integrity Commission office located in Auckland.

The nature of the position will require some domestic travel (and the possibility of limited international travel) to attend scheduled meetings and events.

Remuneration Guide

A senior executive 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.

Contract Term

This role will be offered on an initial 5 year fixed term contract.

Timelines

Final interviews and the appointment of this role are scheduled for late-May to early-June, 2024.

As the Commission comes into effect on 1 July, 2024, 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 and legislation announcements, visit:

Integrity Transition Programme:

integritytransition.org.nz

New Zealand legislation: beehive.govt.nz/release/new-standalone-integrity-entity-sport-formally-established

Drug Free Sport website: [DFSNZ-transition-to-integrity-Athlete-factsheet-final-2-1.pdf](#)



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 Friday 17 May 2024

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 Karen Good on +64 (0) 21 231 9602 or FREECALL NZ 0800 634 388 or +61 2 9555 5000 or via karen@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Chief Executive, Sport Integrity Commission, executive search is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a globally connected, executive search and recruitment firm servicing sport business. Celebrating 28 years in 2024, our curated Global Talent Network has been developed from 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 the Sport Integrity Commission as the exclusive search partner for the Chief Executive position - *our 257th Chief Executive 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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