



**FOOTBALL
NORTHERN
TERRITORY**

Chief Executive Officer

**Football
Northern Territory**

SPORTSPEOPLE
RECRUITMENT



- **Hands-on strategic and operational management role**
- **Drive the growth of football in the NT**
- **People leadership and stakeholder management focus**
- **Enjoy the tropics of the Top End - Relocation support**

About Football Northern Territory

Football Northern Territory is a non-profit organisation recognized as the peak body to promote, organize and develop the world game of football within the Northern Territory.

Football is a fun, safe and totally inclusive team sport, with one in two children across the nation playing the world game. The football competition in Darwin is a traditional 'winter' season. In the Top End it is referred to as the 'dry season'.

Three Zones have been established within the Northern Territory. Each are responsible for the conduct of football competitions within their geographical areas as well as providing development programs for players, coaches and referees that underpin those programs run by the Federation (i.e. the Zone programs feed players up into the Territory-wide players programs).

- NorZone (Darwin and Surrounds) - Managed by Football NT
- Central Zone (Katherine and Surrounds)
- Southern Zone (Alice Springs and Surrounds) - Managed by Football NT

“This is an opportunity for a strategic and hands-on CEO to lead our organisation through the next stage of our continued growth”

Selina Holtze, President



Chief Executive Officer

Reporting to the Board of Directors, the Chief Executive Officer is responsible for the management of FNT's day to day operations, in line with strategic direction from the Board, to ensure efficient and effective delivery of the sport. The CEO will improve the business through the successful implementation of the FNT Strategic Plan, strong leadership, effective stakeholder management and sound financial management. The CEO works closely with the President to ensure the Board is kept fully informed of all relevant matters including performance, strategic issues and risk.

This key operational role will oversee a passionate staff resource, manage key stakeholder engagement and provide strategic commercial insights; developing plans and commercial strategies to ensure all programs and activities remain competitive and support the growth and sustainability of football in the Northern Territory.

Now is an exciting time to join Football NT, leveraging the legacy from Australia hosting the recent FIFA Women's World Cup 2023 and upcoming FIFA Women's Asian Cup 2026.

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 FNT while at all times maintaining the support and engagement of the NT football community.

The CEO will need to be a values driven, hands-on and decisive leader of people, providing direction and inspiration to the FNT team and wider membership. You will also have a reputation for building effective working relationships with a diverse and geographically dispersed stakeholder base. Experience in government relations and advocacy would be looked upon favourably.

While prior experience in a comparable CEO role will be highly regarded, candidates ready to apply experiences gained from a similarly scaled leadership role will also be considered. A background in football is not required, however you must have an understanding of the state and community sporting landscape and be committed to providing strong foundations for the growth of football throughout the Northern Territory.



Key Responsibilities

Deliver the Strategic Plan

- Lead and drive the strategic direction for FNT
- Work with the Board on the review, development and implementation of FNT's Strategic Plan as well as operational, financial and marketing plans
- Report to the Board regularly on achievement against strategic objectives

Provide strong leadership and positive culture

- Provide strong leadership to staff and the football community
- Develop the capability of the staff to deliver FNT's Strategic Plan
- Cultivate a positive and inclusive culture, fostering employee engagement, motivation, innovation and continuous improvement
- Attract, retain and develop talented staff
- Manage the organisational performance of FNT against its KPIs

Foster effective stakeholder relationships

- Represent the company externally, acting as its spokesperson and cultivating partnerships to drive business growth, football outcomes and enhance stakeholder satisfaction and FNT's reputation
- Develop and maintain effective relationships with key football stakeholders, including clubs, members, committees, volunteers, and Football Australia
- Develop and maintain engagement strategies with clubs to support and further club development consistent with FNT's Strategic Plan
- Advance and manage stakeholder relationships with Federal, Territory, State and Local Government and media

Effective financial & operational performance to professionally deliver football programs

- Develop, review and monitor budgets to balance the delivery of the Strategic Plan, operational performance and financial sustainability
- Organise resources to professionally deliver a high standard of competitions and programs
- Support the development and talent identification of players, officials and coaches at all levels of the sport
- Support the development of participation opportunities in regional areas
- Identify, monitor and report to the Board on key financial and operational indicators to make data-driven decisions to optimise performance
- Identify and secure funding from a range of stakeholders including commercial partners, state and federal governments and national bodies such as Football Australia
- Develop and maintain a financially sustainable business model with a diversified revenue base
- Develop and maintain the risk management framework
- Maintain an effective compliance framework which identifies and meets FNT's various obligations (e.g. statute, regulation, Football Australia, contract; including member protection, financial and corporate reporting)
- Promote the Northern Territory as a host state for events showcasing football to the broader community
- Participate in local and NT Government sport facility management plans to ensure adequate grounds for the long term growth of football

Collaborate with the Board to deliver effective corporate governance

- Provide timely and accurate information and support for the Board to discharge its governance responsibilities
- Collaborate with the Board, providing regular updates on the company's performance, strategic initiatives and risks
- Maintain transparent and effective communication with the Board and relevant authorities
- Act as FNT Company Secretary and Public Officer

Key Relationships

Reports to: Football NT Board of Directors

Direct Reports:

- Head of Game Development
- Technical Director
- Office Manager
- Competitions Administrator
- Finance Officer

Stakeholders:

- Northern Territory Government - Territory Families, Housing and Communities
- Football Australia
- Other State and Territory Football bodies
- Other sports within the Northern Territory
- NT Councils
- Sponsors
- Contractors and service providers
- Venues
- Local 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:

- Experience as a CEO or Senior Executive (preferably with a sport administration role)
- Strong knowledge of the Australian sport environment (including state and community level)
- Ability to employ appropriate engagement strategies for a diverse stakeholder base to effectively implement strategic initiatives
- Excellent leadership skills with the ability to develop capability throughout the FNT team
- Good communication and interpersonal skills, capable of building strong relationships with stakeholders
- Ability to generate revenue and funding from effective relationships
- Sound understanding of financial and risk management
- Proven ability in the development and implementation of strategic and operational plans
- Able to work autonomously, manage multiple priorities, and get results quickly
- Appropriate professional qualifications (desirable)
- Current working with children card (must be in place before employment commences)
- Satisfactory National Police / Criminal History Check
- Valid NT Drivers Licence

Candidates must be an Australian or resident with a legal right to reside and work in Australia in order to be considered for this position.

Hours of Work

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

Some flexibility on working hours will be available. Due to the nature of the position, some after hours and weekend work will be required from time to time to attend meetings, competitions and events.

Location and Travel

This position is based at the Darwin Football Stadium in Marrara, Darwin. Travel across the Northern Territory to attend programs, competitions and events will be required from time to time, plus occasional interstate travel.

Darwin is a city that's all about liveability, with a country town lifestyle and all the big city advantages. It is beautiful, warm, close to nature, and with no traffic it only takes 5-10 minutes to get anywhere!

Remuneration Guide

An attractive market competitive 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.

Safeguarding Standards

Football NT is committed to the safety and wellbeing of all Children, Young People and Adults at Risk, with a focus on empowering Children, Young People and Adults at Risk who are Aboriginal or Torres Strait Islander, from a culturally diverse background or have a disability. Employment with Football NT is subject to compliance with the Football Australia Safeguarding Policy.

Timelines

Final interviews and the appointment of this role are scheduled for early February 2025.

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:

Football NT Website: footballnt.com.au

Facebook: facebook.com/footballnt

Instagram: instagram.com/footballfednt

X: twitter.com/FootballINT

LinkedIn: linkedin.com/company/football-federation-northern-territory

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 Sunday 19 January, 2025

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 **Scott Oakhill** on **0408 258 337** or **FRECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Chief Executive Officer, Football Northern Territory 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 28 years in 2024 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 Football Northern Territory as the exclusive search partner for the Chief Executive Officer position - *our 262nd CEO search*.

Globally connected - locally owned - since 1996

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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.

Football NT is committed to building a diverse and inclusive organisation and encourages applications from people of all ages, nationalities, abilities, religions, genders, sexualities and cultural identities.



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