



Chief Executive Officer

Boneo Park

SPORTSPEOPLE
RECRUITMENT



- **One of Australia's leading equestrian facilities**
- **People leadership and operations management focus**
- **Lead the business into an exciting new era**
- **Beautiful Mornington Peninsula location**

About Boneo Park

Boneo Park Equestrian Centre (Boneo Park) is one of Australia's leading equestrian facilities, set amongst tranquil wetlands right in the heart of the beautiful Mornington Peninsula. The facilities, designed by Luke Jones of C4 Architects, have been described as state of the art, and a must-see for anyone with an equestrian interest.

The facilities are used to hold international, national and local equestrian competitions throughout the year.

Boneo Park also offers full service paddock and stable agistment. Agistees have access to world class facilities including the beautiful indoor arena, all weather outdoor arenas and trails around the property. Lessons and horse training services are also available with onsite Agistment Manager Olympian Amanda Ross.

A truly unique property, Boneo Park is a hidden gem with quite an extraordinarily biodiverse natural landscape. Within the property lies more than ten kilometres of wetland, woodland and grassland, with an abundance of bird life and native plant species hosting numerous walking groups, bird watchers and school groups. It is a beautiful location for conferences and other formal and informal gatherings. A local hospitality provider operates Arilla, the venue's casual dining and café.

Recently purchased by DunCraig Capital, this is an exciting time for Boneo Park with a renewed commitment to enhancing the facility's equestrian capabilities and more, whilst preserving its natural beauty for the community.

"This is an opportunity for a commercially savvy CEO to strategically lead the facility and operations into an exciting new era"
Georgia Solomon, DunCraig Capital Co-Founder



Chief Executive Officer

The CEO provides strategic and innovative leadership to ensure Boneo Park fulfills its mission of promoting excellence in equestrian sports, particularly in dressage and showjumping, at local, national, and international levels. This includes ensuring best practices in agistment care, management, and the overall well-being of horses.

The role involves overseeing the management team, ensuring sound financial practices and regulatory compliance, and managing key relationships with stakeholders, government bodies, sponsors, and suppliers. The CEO is well supported by a small, passionate and dedicated team.

To be considered for this role you will have a track record of successfully managing and growing a like-sized business, possibly within the equestrian community, sport/venue management or related service industry, with the ability to manage the day-to-day business operations whilst maintaining a focus on the long term strategic priorities.

You will have a proven track record of driving business development including securing and managing funding, commercial and/or sponsorship contracts, attracting events and developing innovative, stable and diverse revenue streams. Your experiences will enable you to develop and deliver meaningful and well patronised activities, services and programs maximising the use of Boneo Park facilities all year round.

You will be regarded as a strong yet empathetic communicator, with demonstrated experience managing leadership teams and driving a culture of collaboration and commitment to continual improvement.

This is a unique opportunity to lead a state of the art facility into an exciting new era. Whilst a background in equestrian would be advantageous, most important is a commitment to delivering the best possible service to customers and stakeholders.



Key Responsibilities

Leadership

- Build a high-performing, collaborative management team to ensure effective and efficient operations.
- Inspire innovation and drive performance through proactive leadership.
- Ensure alignment of efforts with Boneo Park's mission and long-term vision.
- Lead business planning initiatives.
- Ensure strategies are effectively communicated and executed throughout the organization.
- Oversee all operational, financial, and administrative functions, ensuring alignment with Boneo Park's goals and values.

People & Culture

- Set clear expectations for staff performance and empower staff to deliver high-quality outcomes.
- Develop and maintain a strong organizational culture.
- Ensure the wellbeing and professional growth of all employees
- Foster diversity, inclusion, and engagement across all levels of the organization.
- Create a positive workplace where employees feel valued and empowered.
- Prioritize leadership development and staff training programs.

Stakeholder Management & Government Liaison

- Cultivate and maintain strong relationships with key stakeholders (sponsors, athletes, government bodies, equestrian clubs, international organizations).
- Secure and manage government funding.
- Liaise with relevant agencies to ensure compliance with policies and regulations.
- Foster collaborations that advance the Equestrian sport.

- Engage stakeholders in dressage and showjumping development and other initiatives.
- Expand the sport's reach through strategic stakeholder involvement.

Financial Management & Process Improvement

- Ensure sound financial decision making by driving sound financial management strategies.
- Manage budgets, oversee audits and maintain up-to date financial reporting.
- Develop and refine processes to enhance organizational efficiency and Identify opportunities for process improvements.

Risk Management & Regulatory Compliance

- Identify, assess, and manage risks (financial, operational, and reputational).
- Create and implement robust risk management frameworks.
- Ensure adherence to relevant regulatory frameworks (sports governance, financial regulations, OH&S standards).
- Prioritize occupational health and safety (OH&S).
- Maintain a safe environment for staff, athletes, volunteers and other participants in all activities

Sponsorship and Supplier Relationships and Grounds and Venue Management

- Oversee development and management of sponsorship deals.
- Ensure partnerships align with Boneo Park's goals and brand.
- Ensure uninterrupted provision of utilities and venue services by fostering strong relationships with suppliers across operational areas (restaurant/café operations, venue hire) and negotiating beneficial terms with suppliers.

- Manage essential service providers (internet, gas, electricity)
- Ensure efficient management of services related to property maintenance and operations including the care of all outdoor spaces and facilities such as the wetlands, pastures, paddocks, arenas, trails, gardens, lawns, and recreational areas while ensuring compliance with safety and environmental regulations

Dressage and Showjumping Strategic Direction and Management

- Shape the strategic direction of dressage and showjumping divisions and staff.
- Develop and implement plans to elevate the profile of dressage and showjumping.
- Drive participation in both disciplines.
- Ensure excellence in competition.
- Enhance the visibility of dressage and showjumping on national and international platforms.

Agistment Management

- Overall supervision of agistment staff and volunteers who oversee the care, management, and well-being of horses on agistment on Boneo Park, including management of facilities, care and welfare of the horses, building and maintaining relationships with horse owners, financial management of the agistment operation, ensuring compliance and safety.

Marketing Strategy & Representation

- Lead Boneo Park's marketing strategy by developing innovative marketing campaigns that ensures enhanced brand visibility.
- Drive engagement across media platforms.
- Attend national and international events.
- Build relationships with governing bodies.
- Advocate for equestrian sports in public and media forums.

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, Skills & Experience

- Extensive experience in senior leadership, preferably in sports, equestrian management, or a similar field.
- Proven track record of strategic planning, stakeholder management, and financial management.
- Expertise in securing government funding and managing high-level stakeholder relationships.
- Strong financial acumen, with experience in budgeting, risk management, and resource allocation.
- Exceptional communication, negotiation, and relationship-building skills.
- Experience in developing marketing strategies and managing sponsorship deals.
- Ability to lead and inspire teams in a dynamic, fast-paced environment.
- Knowledge of OH&S regulations and experience managing organizational compliance.
- Strong understanding of the equestrian sports landscape, particularly dressage and showjumping, and experience with relevant governing bodies (desirable).
- Expertise in the management of horse agistment operations and Equestrian facilities and grounds (desirable).

Key Capabilities

- **Strategic Thinking:** Develop and communicate a clear, forward-looking strategy. Create a compelling long-term vision and collaborate with teams to implement disciplined strategic plans for projects, teams, or the organization.
- **Effective Decision Making:** Make timely, informed decisions that contribute to business success. Use data-driven insights and ensure role clarity for stakeholders to support effective decision-making processes.
- **Commercial Thinking and Financial Acumen:** Demonstrate strong financial insight to drive success. Understand the business landscape and industry dynamics, leveraging data to make financially sound decisions and contribute to company growth.
- **Lead and Drive Change:** Act as a catalyst for change, guiding and responding effectively. Provide clear direction, exhibit resilience, and lead by example to navigate transitions successfully.
- **Present and Communicate with Impact:** Deliver clear, impactful communication by planning proactively and tailoring your message for maximum effect. Ensure information is shared in a structured and engaging way that fosters understanding and connection.
- **Collaborate and Influence:** Build strong partnerships and networks both within and outside the organization. Effectively manage stakeholders, collaborate with teams, and work toward mutually beneficial outcomes.

- **Trust to Empower:** Empower your team by entrusting them with responsibility and accountability. Foster an inclusive environment, delegate thoughtfully, and encourage continuous improvement to build capability and confidence.
- **Deliver Results and Meet Customer Expectations:** Take initiative to drive improvements and achieve business goals. Keep the customer central to all actions, balancing innovation with timely delivery of high-quality results.

Residency and Immigration

Boneo Park will consider candidates who meet work visa requirements (with or without visa sponsorship) and will accommodate time for relocation should this be required prior to starting.

Candidates requiring immigration assistance are asked to nominate this on the Application Form at the time of applying.

Key Relationships

Reports to:

- Business Owner

Direct Reports:

- Operations/Administration Manager
- Showjumping Manager
- Dressage Manager
- Agistment Manager
- Maintenance Manager

Stakeholders:

- Boneo Park Advisory Board
- External Equestrian Bodies
- Councils and Committees
- Government Departments and Committees
- Suppliers
- Volunteers
- Coaches
- Athletes
- Media

Hours of Work

This is a permanent full time position. Due to the nature of the facility, after hours and weekend work will often be required to accommodate the delivery of events and to support other venue activities and operations as required.

Location and Travel

Boneo Park is located at 312 Boneo Rd, Boneo, in the heart of Victoria's Mornington Peninsula and set within pristine wetlands and woodlands.

The nature of the position may require local travel on occasion to attend scheduled meetings and events.

Remuneration Guide

An attractive executive 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.

Timelines

Final interviews and the appointment of this role are scheduled for late May - early June 2025.

The successful candidate would ideally commence duties on 4 August, 2025 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:

Boneo Park Website: boneopark.com.au

Facebook: facebook.com/BoneoPark

Instagram: instagram.com/boneopark



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: 11pm Sunday 18 May, 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 **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Chief Executive Officer, Boneo Park 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 29 years in 2025 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 Boneo Park as the exclusive search partner for the Chief Executive Officer position - *our 265th CEO search*.

Australian owned - globally connected - since 1996

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.



BONEO PARK

