



General Manager Performance & Pathways

Netball WA

SPORTSPEOPLE
RECRUITMENT



- **The leading women's participation sport in Australia**
- **Strategic leadership and relationship management focus**
- **Ensure the sustained success of the West Coast Fever and the elite netball pathway in WA**
- **Based at the Gold Netball Centre, Jolimont, Perth**

About Netball WA

Netball WA (NWA) is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout Western Australia, and its organisation includes Glass Jar Australia (GJA) and WA's elite netball team West Coast Fever (WCF).

NWA has a clear vision to be 'The best on and beyond the court' becoming a world-class sport organisation respected for transforming lives through netball. Underpinning this vision and purpose 'to dream, play and achieve through the power of netball', are the 2023-2025 Strategic Priorities which sit across three key areas - Play, Grow and Inspire. We encourage all candidates to read the [2023-2025 NWA Strategic Plan](#).

Netball WA Values:

United - We work as a team to optimise outcomes for netball

Integrity - An uncompromising ethical approach in all that we do

Courageous - We challenge the status quo and create solutions that excite

Leadership - Motivate, inspire, and harness the passion of netball to drive positive change

Excellence - To be the best we can and lead by example

"We're looking for a strategic and engaging leader to drive the operational success of the West Coast Fever and our elite pathways"

Simone Hansen - Group Chief Executive Officer



About the West Coast Fever

West Coast Fever is Western Australia's representative in the world's best netball competition, Suncorp Super Netball.

WEST COAST FEVER GAME PLAN:

- Champion Leaders and a Powerful Culture
- Robust Athletes and Connected Pathways
- A Strong and Bold Premiership Club
- Coaches, Umpires and Officials motivated to succeed
- Competitions that ignite and excite

WEST COAST FEVER MATCH WINNERS:

- Through empowering leadership and a thriving culture, create champion athletes and champion people
- A world-class High Performance system that empowers athletes to succeed at the highest representative level
- West Coast Fever is a powerhouse Club and the destination of choice for the game's best
- WCF will transform aspirational coaches, umpires and officials into industry leaders to assist in the delivery of sustainable success for Western Australian athletes and teams
- WCF competitions and platforms are age and stage appropriate enabling athletes, coaches, umpires & officials to shine.

West Coast Fever Reserves, formally known as Western Sting, competes in the the new formed Super Netball Reserves competition, and plays an integral part in the Netball WA talent pathway.

The **West Coast Fever Futures** program integrates more than 60 athletes from across WA into a new talent pathway. The 17/U and 19/U West Coast Fever Futures Squads receive education, training and development opportunities as the next generation of emerging talent. Players are selected from the West Coast Fever Futures Squads to represent WA in their respective age groups at the National Championships each year.

In addition, regional and metropolitan academies feed into the talent pathway, engaging netballers throughout WA in the **Fever In Time** program.



General Manager Performance & Pathways

The General Manager of Performance and Pathways is responsible for the strategic direction, leadership and management of Netball WA's key Elite programs including West Coast Fever, West Coast Fever Reserves, West Coast Fever Futures including Western Australia State Representative Teams, Talent Pathway Programs including Fever In Time and Performance & Pathway competitions including the West Australian Netball League (WANL).

Reporting to the Group CEO as part of the senior executive team, this role manages a key department within the Netball WA operations, providing strategic and operational management and leadership to ensure the delivery of the department's core business activities and strategic objectives.

The role is responsible for:

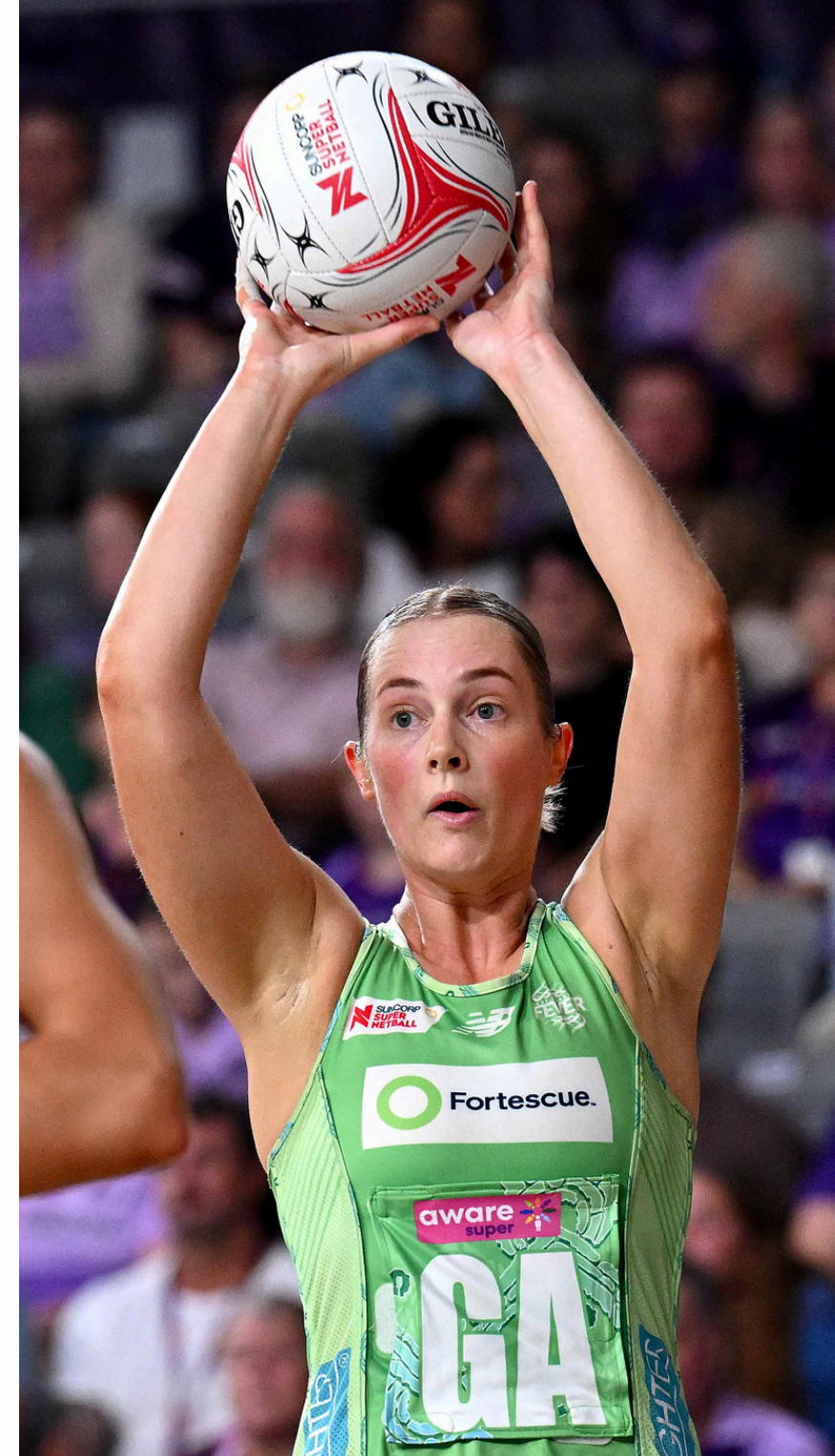
- Developing and delivering a comprehensive High Performance Plan ensuring a world leading system giving West Coast Fever a sustainable competitive advantage
- Ensuring Pathways and Competitions are connected in order to identify, support and celebrate talented players, coaches and officials and ensure a thriving pipeline of Western Australian Talent
- Evolve the Western Australian Netball League to be the preeminent state based competition

To be considered for this role you will need to be a driven and dynamic leader who is able to swiftly build collaborative relationships, credibility and strategic partnerships with a wide range of internal and external stakeholders, including volunteers. This role will require tough decisions to be made at times and the ability to clearly communicate with compassion is essential.

Strategic in thinking and practice, you must demonstrate the ability to deliver multiple projects and plans concurrently, solving problems on the run whilst maintaining a big picture viewpoint, and remaining calm and measured in high pressure and crisis situations.

You must have extensive experience, understanding of, and expertise in, high performance sport, with the capacity to deliver a high performance culture and embed values in an elite sporting context. A netball background is highly desirable but not essential; however you must have a strong ambition for the sport's success.

This is a unique opportunity to make a positive impact on the sustained success of the West Coast Fever and elite pathways both strategically and operationally throughout netball not only in Western Australia, but also flowing into the national and international levels of the sport.



Responsibilities and Duties

Netball Strategy

- Develop, implement and drive outcomes of a comprehensive Netball High Performance Plan aligned to Netball WA's Strategic Plan that supports the delivery of the departments Game Plan and Match Winners and presented for Group CEO and Board approval
- Explore new strategic priorities to ensure the ongoing sustainability of the West Coast Fever Netball Club, working towards our vision to be the best on and off the court and to continue as a Club of Choice for the world's best
- Drive the review and planning meetings calendar for the Performance and Pathway unit and lead the integration with other key departments to ensure strategic alignment
- Oversee the delivery, structure and competitiveness of the Western Australia Netball League

High Performance Culture

- Collaborate with the Head Coach, High Performance Staff and contractors, and Netball leaders to drive a High Performance Culture
- Develop and implement staff engagement initiatives including a culture of continuous learning and learning orientation, maximising the engagement and career development of staff
- Ensure the club delivers a wellbeing program that supports player retention, mental and physical health and life skills for the playing group and associated staff
- Establish and manage clear cultural guidelines and programs for players and staff consistent with the teams' values

Administration

- Member of the Netball WA Executive team and present to Netball WA Board as required
- Attract, employ and manage key appointments responsible for the delivery of Coaching, Physical Performance, Administration, Welfare, Medical and List Management functions within the High Performance Unit.
- Oversee and manage key appointments of Pathway and Competition Staff
- Manage and mentor the Head Coach and meet regularly to monitor the netball program and develop strategies for its continued success
- Work closely with the Head of Performance and medical staff, to ensure the playing group are provided with the most contemporary approved medical, strength & conditioning and psychology advice, guidance and care
- Ensure the delivery of community and fan engagement strategies including the delivery of WCF Clinics, preseason activities, appearances, integration of team with broadcasters and other requirements, designed to meet the engagement of members, fans, corporate and government partners and the broader netball community
- Provide leadership and executive management across the Performance and Pathway department

Finance

- Oversee and prepare the Performance and Pathway budget for approval
- Manage the Performance and Pathway department expenses within the approved annual budget
- Provide accurate quarterly forecasts

Compliance

- Through values driven leadership, role model the highest levels of personal integrity in all activities, internal and external to the organisation
- Responsible for all Netball reporting to the Group CEO and maintaining a club culture of the highest standards of reporting and compliance around all Netball/SNL guidelines
- Working closely with the List Management Committee and Chief Operating Officer to develop, implement and manage the Total Player Payments (TPP) salary cap structure ensuring all player negotiations comply with the SSN TPP requirements and additional services regulations
- Ensure all Integrity framework is implemented throughout the Performance and Pathway Department
- Lead a culture of continuous improvement ensuring regular reviews of practices and processes and making recommendations for improvements
- Know, direct and implement all matters relating to Netball WA's Selection Policy and ensure compliance to Netball Australia guidelines/policies for all Elite and Pathway teams
- Present pre, mid and post Season to the Board providing updates for progress, risk concerns and recommendations for improvements and changes relative to West Coast Fever
- Provide Pathway and Competition updates for inclusion with the board pack as requested
- Adhere to and comply with all NWA policies and procedures

Responsibilities (continued)

List Management

- Provision of a 3 year and annual contracting model signed off by the Group CEO prior to the commencement of the contract period
- Maintain a comprehensive knowledge of the SNL rules and regulations including the requirements of the Collective Player Agreement (CPA) and the impact of the management of the High Performance Department
- Oversee the Club's talent identification and recruitment procedures in conjunction with the List Management Committee, ensuring adherences to policies and procedures
- Oversee the Clubs list management and recruitment processes in conjunction with the relevant stakeholders to ensure alignment with list management strategic objectives and adherence to policies and procedures

Promotion and Development

- Support Netball WA and West Coast Fever partners including government, corporate and community
- Attend games and supporting club functions whilst actively engaging in networking opportunities to build the club profile in the corporate sphere
- In consultation with executive and other key staff, develop appropriate strategies for managing media interest and respond as required
- Represent the Club as appropriate with key stakeholders, community and advocate on behalf of the Club
- Proactively build and strengthen positive working relationships with all associated external agencies including Netball Australia, DLGSC and key commercial partners

Key Interactions

Reports to:

- Group CEO

Direct Reports:

- WCF Head Coach
- Head of Performance
- Operations & Integrity Manager
- Pathway Manager

Strategic:

- Netball WA Board
- Group CEO
- WCF Head Coach
- Chief Operating Officer
- NWA GM Commercial, Events, Marketing & Media (CMME)
- GM Community
- Netball Australia

Operational:

- WCF & High Performance operational, coaching & support staff
- WCF Netball Club players
- NWA Community Netball Department
- NWA CMME Department
- NWA Corporate Services Department
- NWA Member Associations and Clubs
- Netball Australia and the Suncorp Super Netball
- Australian Netball Players Association
- Suncorp Super Netball Clubs
- West Coast Fever Corporate and Community partners
- Department of Local Government, Sport and Cultural Industries, Government of WA (DLGSC)

Hours of Work

This is a permanent full time position. The sport industry operates outside of traditional business hours, including weekends. To succeed in this role, you must be willing and able to work when and where sport is happening (eg. to attend training sessions or games). NWA has a flexible approach to ensuring staff can balance their family life and personal commitments alongside the demands of the industry.

Location and Travel

This position will be based at the Gold Netball Centre, 200 Selby Street, Jolimont, WA.

The nature of the position will require both intra and interstate travel from time to time, to attend meetings and events.

Remuneration Guide

An attractive executive remuneration package plus a car (or car allowance) 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.

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, Skills and Qualifications

- Extensive experience, understanding of, and expertise in, High Performance Sport; Netball preferred but not essential
- Proven leadership capability
- Strategic in thinking and practice
- Highest levels of personal and business ethics and integrity
- Capacity to deliver a high performance culture and embed values in an elite sporting context
- Demonstrated organisational skills and an ability to manage multiple projects concurrently
- Controlled in a pressured environment, calm and measured when dealing with crisis situations
- Advanced interpersonal, written and verbal communication skills
- Capacity to collaborate across Netball WA to achieve broader purpose and plans
- Ability to foster and sustain positive relationships with a diverse group of stakeholders & member-based organisations
- Tertiary qualification in management or related disciplines
- A current 'C' class WA driver's licence
- Preparedness to be flexible in respect to work hours

Safeguarding

NWA as a child safe organisation require all applicants that will work with children to undergo an extensive screening process prior to appointment.

Candidates must:

- Hold a current WA Working with Children Check
- At all times ensure a Child Safe environment
- Must be able to demonstrate an understanding of appropriate behaviours when engaging with children
- Comply with the Netball Australia Member Protection Policy and Child Safeguarding Policy
- Comply with the WA Working with Children Check (WWCC) Legislation which means:
 - If your usual duties involve, or are likely to involve, contact with a child under 18 you will be required to obtain a WWCC
 - If you fall into a WWCC exemption category a National Police Clearance Certificate is required

Residency and Immigration

Candidates with a legal right to reside and work in Australia will be given preference for this position.

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

Timelines

Final interviews and the appointment of this role are scheduled for June 2025. The successful candidate will ideally commence duties as soon as possible, negotiable mindful of notice periods, time for relocation (if required) and general availability.

Why Netball WA?

To achieve its vision of becoming 'the best on and beyond the court', NWA's goal is to become the employer of choice within the industry. In addition to a competitive remuneration package, your reward for stepping into this challenge will be:

- A high-performance culture where you will lead and be led, challenge and be challenged
- Professional development and a strong commitment to support your career growth
- Flexible work practices to enable you to live your best life
- Free on-site parking at the Gold Netball Centre
- Mobile phone allowance
- Employer Funded Paid Top-up Parental Leave
- Tickets to home events
- Fantastic Sporting Brand Discounts
- Employee Wellness and Assistance Programs

And above all, the opportunity to directly impact the great game of netball and ensure its sustainability for generations to come!

Website & Social Media

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

Netball WA Website: wa.netball.com.au

Facebook: facebook.com/netballwa

Instagram: instagram.com/netballwa

LinkedIn: linkedin.com/company/netball-wa

West Coast Fever Website: westcoastfever.com.au

Facebook: facebook.com/westcoastfever

Instagram: instagram.com/westcoastfeverofficial

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 1 June, 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 letter of introduction and an accompanying CV 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 General Manager Performance & Pathways, Netball WA 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 Netball WA as the exclusive search partner for the General Manager Performance & Pathways position.

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.

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