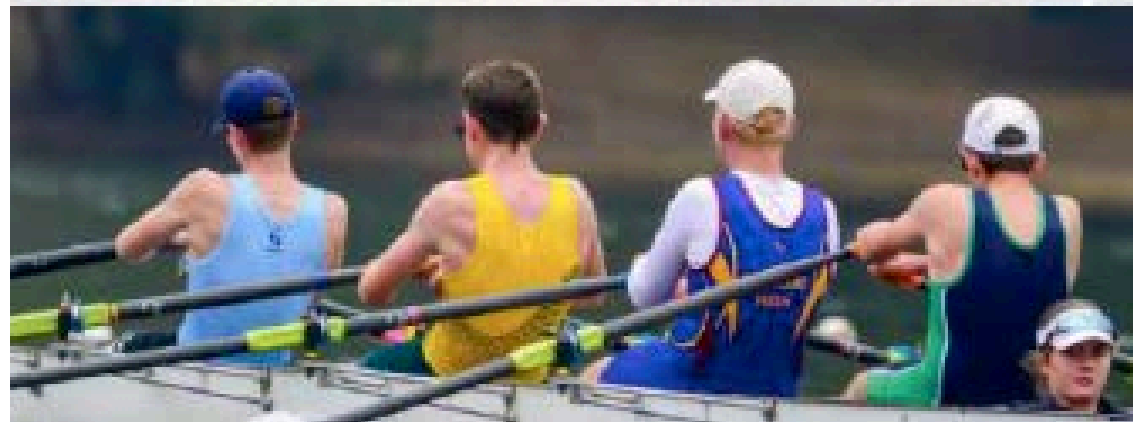




Chief Executive
Officer

Rowing Tasmania

SPORTSPEOPLE
RECRUITMENT



About Rowing Tasmania

Rowing Tasmania is a not-for-profit, state sporting organisation responsible for the management and development of the sport of rowing throughout Tasmania. This includes development programs for athletes and coaches as well as the training and accreditation of officials and recruitment of volunteers. Providing support to affiliated rowing clubs and schools with rowing programs, and administering rowing competition and development activities are also key elements of the organisation.

Rowing Tasmania represents 13 clubs and 13+ schools at the state level and is one of the seven affiliate State associations that comprise Rowing Australia. Through the club and school system the sport caters for rowers from elite to novice level including para athletes and social rowers. Membership of Rowing Tasmania is approximately 2,700 members.

Rowing Tasmania facilitates the annual regatta program including School, Club & Masters regattas and the State Championships. From these events and selection trials, Rowing Tasmania selects state teams to compete at the National titles. Rowing Tasmania also plays host to the Australian National Championships and Australian Masters Rowing Championships as these rotate among member states.

Rowing Tasmania is responsible for the management of the regatta grounds, on water facilities and buildings at the **Lake Barrington International Regatta Course**. This legacy venue hosts camps, weddings, sporting and community groups, government departments, and national events for rowing and other waterborne sports which generate funds that go into both the facility itself and to the sport in general.

Rowing Tasmania has an elected Board of Directors primarily responsible for strategy and governance supported by the Chief Executive Officer, other professional staff and a number of specific Commissions. The quantum of total operating revenue for Rowing Tasmania is circa \$700,000 to \$1 million per annum.

Strategic Plan

The Board is committed to ensuring Rowing prospers at all levels within Tasmania including a large participant base, continual outstanding performances, commercial excellence, and a strong service culture supported by a robust infrastructure. Rowing Tasmania is presently operating under the 2023-2026 Strategic Plan which is periodically reviewed and updated. The CEO, along with other stakeholders, is responsible for implementation of the Plan against agreed measures and to lead the strategic planning process.



- **Hands-on role leading all operational aspects of the sport of rowing in Tasmania**
- **Olympic sport - events, member engagement, participation growth & stakeholder relationship focus**
- **Location flexible within Tasmania**

Chief Executive Officer

Working closely with the Board, this is a hands-on role, responsible for leading all operational aspects of the sport of rowing in Tasmania while achieving the operating plan targets and delivering the strategic objectives of the organisation. As Chief Executive Officer, you will be tasked with engaging the rowing community, building membership capacity, and managing stakeholder relationships, while running the day-to-day business operations of the sport.

The role also presents an excellent opportunity to be involved in event management, with some of the largest rowing regattas in Australia staged at Tasmania's world-class Lake Barrington International Rowing Course.

Supported by a small dedicated team of professional staff and highly committed volunteer commissions, the CEO will be expected to administer many of the day-to-day activities of the organisation and must be willing to work hands-on with a *'whatever it takes'* attitude get the job done.

You will bring proven leadership in sport or related sectors, with a track record of growing participation and community engagement. Strong business or commercial acumen and financial management skills are essential, along with demonstrated experience in governance and stakeholder relations across government, sponsors, clubs, and community groups.

You will provide visionary leadership, strategic oversight, and effective management to grow participation, enhance competitive success, secure sustainable funding, and build strong stakeholder engagement and communications, ultimately promoting the growth and visibility of rowing statewide.

This is a rare leadership opportunity to shape the future of rowing in Tasmania and deliver lasting impact for the sport and its community.



Key Responsibilities

Strategic Leadership:

Develop and implement strategic plans that ensure sustainable growth and success in both participation and high-performance outcomes.

Financial Management:

Ensure sound financial governance, budgeting, reporting, and resource allocation, securing sustainable funding sources and sponsorship.

Stakeholder Management:

Effectively engage and maintain relationships with stakeholders, including clubs, schools, regional sports associations, sponsors, government agencies, athletes, officials, and volunteers.

Grow the Sport:

Implement strategies and practices to grow the participant base throughout Tasmania and provide pathways for athletes, coaches, officials and administrators of all ages, genders and cultures throughout the State.

Facility and Infrastructure:

Oversee strategic management of training, competition facilities, and infrastructure development.

Event Management:

In conjunction with various support committees, manage the delivery of rowing regattas in Tasmania, including State and National Championships.

Governance and Compliance:

Work effectively with the board, ensuring compliance with regulations, strong governance standards, risk management, and adherence to ethical guidelines.

Operational Excellence:

Oversee day-to-day operations and ensure effective systems, policies, and practices are in place for efficient organisational management.

Representation and Relationships:

Provide effective and active representation of Rowing Tasmania at all levels. Develop and enhance relationships with the association's stakeholder family.

Promotion and Marketing:

Ensure the optimal development and promotion of all Rowing Tasmania activities, services and programs while building the profile of the association through strong brand and communication programs and robust marketing alliances.

Member Service:

Build the association's reputation as a first-class service organisation, driving and developing a service culture across the organisation as a whole.

Talent and Workforce:

Recruit, develop, performance manage and retain high-performing staff and volunteers, creating an environment of continuous professional growth and wellbeing.

Key Performance Indicators

The Board has set a number of KPIs for the Chief Executive Officer to include:

- Grow membership, participation, and retention
- Improve athlete and team performance and State / National / International achievements.
- Achieve financial sustainability and revenue growth, including sponsorship funding.
- Strengthen stakeholder relationships and satisfaction.
- Successful delivery of strategic projects, infrastructure improvements, and major events..
- Boost staff and volunteer engagement and retention.

Challenges & Expectations

The key challenges faced by the organisation will require the CEO to:

- Manage relationships with diverse stakeholders with varying resources.
- Maintain strong partnerships with funding agencies, especially the State Government's Active Tasmania.
- Deliver stakeholder services within budget and resource constraints.
- Build and sustain positive relationships with Rowing Australia and State Associations.
- Balance the needs of elite pathways, grassroots, and community sport.
- Navigate political environments and funding landscapes.
- Ensure financial sustainability in changing and variable conditions.
- Drive innovation while respecting tradition and existing structures.

Key Relationships

Reports to:

The Chair of the Rowing Tasmania Board of Directors

Manages (direct reports - part time):

- Admin and Support Officer
- Regatta Manager (Club)
- Regatta Manager (Schools)
- Catering Manager
- Bookkeeper
- Lake Barrington staff
- Other contractors (cleaners etc...)

External Relationships:

- Rowing Australia
- Member Clubs and Schools
- Tasmanian State Government
- Active Tasmania
- Tasmanian Institute of Sport
- Marine and Safety Tasmania
- Key Local and State Government Agencies
- Other State Rowing Associations
- Sponsors and commercial partners

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:

- Proven executive-level leadership in sports administration or closely related sectors (e.g., community sport, recreation, elite sports, or relevant public sector leadership).
- Track record of successfully growing sports participation, membership, or community engagement.
- Demonstrated success in financial management, including budgeting, forecasting, and fundraising or sponsorship.
- Experience working with or reporting directly to Boards, committees, or governance structures.
- Demonstrated success managing diverse stakeholder relationships, particularly government bodies, sponsors, clubs, and community organisations.
- Current working with children check and an understanding of member protection and child safety requirements.

Competencies:

- *Strategic Vision* - Ability to articulate and execute a clear vision, aligning strategy with long-term objectives.
- *Stakeholder Influence* - Skilled communicator who builds credibility, trust, and influence with diverse stakeholders.
- *Commercial Acumen* - Understands financial drivers, generates revenue growth, manages budgets, and ensures financial sustainability.

- *Team and Culture Builder* - Effectively builds, motivates, and retains high-performing teams, fostering a collaborative and inclusive culture.
- *Operational Execution* - Skilled at translating strategic priorities into effective operational plans and measurable outcomes.
- *Adaptability and Agility* - Quickly adapts to changing circumstances, embraces innovation, and navigates uncertainty.
- *Advocacy and Representation* - Strong public-speaking and advocacy skills, confidently representing the sport in public forums, media, and political contexts.

Personal Attributes:

- *Passionate Advocate* - Demonstrates genuine passion for the sport, community sport development, and positive social impacts.
- *Integrity and Trustworthiness* - Maintains high ethical standards, transparency, and fairness in decision-making.
- *Resilience and Tenacity* - Remains calm and persistent in navigating challenges and setbacks.
- *Collaborative Approach* - Engages openly and respectfully with all stakeholders, fostering trust and collaboration.
- *Empathy and Emotional Intelligence* - Understands and responds appropriately to the needs, motivations, and concerns of athletes, staff, clubs, and volunteers.

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

Hours of Work

This is a Full Time position. Due to the nature of the sport industry, evening and weekend work will be required on a regular basis; therefore, the CEO may have to structure the working week around this requirement.

Meetings

As a guide only, the CEO is required to attend the following meetings/forums each year:

- Rowing Tasmania Board meetings, generally once per month
- Rowing Tasmania Annual General Meeting
- Pathways Performance Management Group meetings with TIS
- Rowing Australia AGM [mid-year] and Strategic Forums
- Technical Committee and Stakeholder meetings, as required
- Various sponsor and position related meetings/forums, as required.

Location and Travel

The successful candidate will either work remotely from a home office (phone and tools of trade provided), or a Rowing Tasmania office may be established. Whilst the role can be based anywhere within the state, a North or North West Tasmania base may be beneficial in order to travel to Lake Barrington as required.

Some travel within Tasmania will be required from time to time to attend scheduled meetings and events.

Remuneration Guide

A market competitive 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 to ensure they are in line with the remuneration banding developed for the role.

Candidates are invited to discuss their salary expectations with Sportspeople Recruitment prior to applying.

Timelines

Final interviews and the appointment of this role are scheduled for June, 2025.

The successful candidate would be expected to commence duties as soon as possible, with a preference for mid-July, 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:

Rowing Tasmania website: rowingtasmania.com.au

Facebook: facebook.com/profile.php?id=61552692121595

Instagram: instagram.com/rowingtasmaniainc



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 Monday 2 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 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 +61 (0)408 258 337 or FREECALL AU 1800 634 388 or via admin@sportspeoplerecruitment.com

About Sportspeople Recruitment

The Chief Executive Officer, Rowing Tasmania 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 Rowing Tasmania as the exclusive search partner for the Chief Executive Officer position - *our 268th 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.





ROWING
Tasmania