



Volleyball Queensland

Chief Executive Officer

“Volleyball Queensland is entering an important new chapter. We're seeking a capable and driven leader to strengthen our foundations, champion our athletes and members, and grow the sport at every level across Queensland.”

The Board of Directors, Volleyball Queensland

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About Volleyball Queensland

Volleyball Queensland is a not-for-profit, member-based organisation focused on increasing participation in volleyball in all its forms throughout Queensland. The organisation was formed in 1969 and supported by a network of affiliated clubs and associations stretching from Cairns to the Gold Coast.

Volleyball Queensland provides volleyball opportunities for players – young and senior, experienced and novice - through its competitive, recreational, and school-based tournaments, leagues, and events. In addition, Volleyball Queensland offers a range of membership activities, including memberships and competitions, across beach, indoor, and sitting volleyball disciplines.

Volleyball Queensland is guided by its elected Board of Management, generating financial resources through a range of activities including competitions, leagues, feature events and corporate partnerships. The organisation is generously supported with grant funding by the Queensland Government.

Vision:

To offer an inclusive range of competitions, ensure there are locations to play and create opportunities as a player, coach, referee, volunteer or administrator in the sport.

Mission Statement:

To foster a Queensland Volleyball community that offers lifelong opportunities to engage the sport.

Values:

- Inclusivity – we aim to help everyone 'jump on a court'
- Equity – we are fair, our sport is gender neutral and a 'community melting pot'
- Respect – we value all who play a role in the sport both on and off the court
- Integrity – we seek at all times to compete on a level playing field
- Commitment – we follow through on what we say and do



- Lead all operational aspects of volleyball in Queensland
- Drive strategic growth, participation and regional engagement
- Support athlete development and member experience
- Brisbane based with competitive salary package

Chief Executive Officer

The CEO of Volleyball Queensland (VQ) is responsible for providing strategic leadership and operational management to ensure the ongoing growth, innovation, and success of volleyball across Queensland. The CEO plays a critical role in driving the sport's development, engaging members, supporting athletes, expanding regional reach, and fostering a commercially sustainable, athlete-centric culture that aligns with VQ's strategic vision.

Reporting to the Board of Directors, the CEO is accountable for delivering against the organisation's strategic plan and mission. This includes growing participation and membership, expanding access to quality competitions, and supporting a high-quality athlete pathway from grassroots through to elite performance. The CEO also leads innovation across systems, events, and services to enhance engagement and performance at every level.

In addition to managing day-to-day operations, the CEO oversees stakeholder engagement, regional development, financial performance, and workforce leadership. This includes diversifying revenue streams through sponsorship, partnerships, and grants, while ensuring sound governance, compliance, and operational efficiency.

The ideal candidate will be a strategic thinker and skilled operator, bringing a track record of leadership in sport or related sectors, along with a deep understanding of member-based organisations. They will demonstrate high emotional intelligence, strong commercial acumen, and an unwavering commitment to excellence, collaboration, and integrity.

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



Key Responsibilities

Strategic Leadership & Governance:

- Lead the development and execution of Volleyball Queensland's strategic plan in alignment with Board priorities.
- Advise and support the Board, providing timely and accurate reporting on performance, risks, opportunities, and emerging trends.
- Ensure the organisation operates at all times in accordance with applicable legislation, constituent documents and approved policies and procedures.
- Drive cultural transformation that embraces innovation, change, and collaboration.

Operational Management

- Oversee the day-to-day operations, ensuring efficient, values-aligned, and compliant delivery of services and programs.
- Manage financial performance, budgets, and reporting to ensure sustainability and growth.
- Lead and develop a high-performing team with a shared commitment to excellence and innovation.

Sport & Athlete Development

- Champion a high-quality, athlete-centred pathway from grassroots through to elite competition.
- Support the delivery of development programs for athletes, coaches, officials, and volunteers.
- Foster a culture of innovation to enhance performance, engagement, and retention at all levels of the sport.

Membership & Regional Engagement

- Grow and retain membership by delivering relevant, accessible, and value-driven programs and services.
- Strengthen regional engagement, ensuring equitable access to participation and development opportunities across Queensland.
- Build strong relationships with clubs, associations, and regional committees.

Commercial & Revenue Growth

- Develop and implement strategies to increase revenue through sponsorship, partnerships, grants, and commercial initiatives.
- Build and maintain strong relationships with key government, community, and corporate stakeholders.
- Lead innovative initiatives to diversify revenue streams and enhance brand presence.

Events & Competitions

- Oversee the successful planning and delivery of competitions, events, and championships across all levels.
- Ensure events are safe, well-managed, and reflect the high standards of Volleyball Queensland.
- Pursue innovation in event design and delivery to increase engagement and impact.

Change Management & Innovation

- Lead strategic change initiatives to improve systems, processes, and service delivery.
- Create a culture of continuous improvement and curiosity, encouraging fresh thinking and problem-solving.
- Embrace technology and data to inform decisions and enhance operational effectiveness.

Key Relationships

Reports to:

The President of the Volleyball Queensland Board of Directors

The Chief Executive Officer also has reporting responsibilities and relationships with:

- Volleyball Queensland Board and staff
- Volleyball Australia Board and staff
- Volleyball Queensland affiliated clubs, athletes, coaches, parents and volunteers
- Federal, state and local government agencies
- Volleyball Queensland commercial providers
- Queensland primary and secondary schools
- Sponsors and commercial partners
- National and state sporting organisations



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:

1. Essential Experience & Qualifications:

- Proven executive-level leadership experience in sport, not-for-profit, event management, public sector, or related sectors.
- Demonstrated success leading innovation, organisational change, and strategic transformation.
- Strong commercial acumen, with a track record of securing sponsorships, partnerships, grants, and other revenue streams.
- Extensive experience in financial management, including budgeting, forecasting, and fundraising.
- Proven ability to grow participation, membership, and community engagement.
- Experience working with or reporting to Boards, committees, or governance structures.
- Excellent communication, media management, and stakeholder engagement skills.
- Demonstrated success in managing complex relationships with government, sponsors, member-based organisations, clubs, and community groups.
- Current Working with Children Check and knowledge of child safety and member protection obligations.
- A passion for sport and a strong commitment to athlete-centred values and outcomes.

2. Leadership Competencies & Personal Attributes:

- Strategic & Commercial Capability
- Strategic thinker with the ability to align vision with long-term goals and deliver outcomes.
- Skilled in translating strategy into clear, measurable operational plans.
- Strong financial literacy with an understanding of key commercial drivers and revenue growth.
- Team Leadership & Organisational Culture
- Proven ability to lead, motivate, and retain high-performing staff and volunteers.
- Fosters a culture of safety, collaboration, and continuous improvement.
- Inspires performance and leads by example with integrity and accountability.
- Stakeholder Engagement & Advocacy
- Exceptional relationship management and interpersonal skills.
- Confident public speaker and advocate, representing the sport in media, forums, and with government.
- Builds trust and influence across diverse stakeholder groups.
- Adaptability & Resilience
- Emotionally intelligent, empathetic, and self-aware.
- Demonstrates resilience and agility under pressure.
- Embraces innovation and adapts to change with composure and clarity.
- Values & Character
- Passionate advocate for community sport and social impact.
- Committed to transparency, fairness, and ethical leadership.
- Actively listens and responds to the needs of athletes, staff, clubs, and volunteers.

3. Qualifications:

- Tertiary qualifications in business, sports administration, event management, or a related field (desirable)
- 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:

- Volleyball Queensland Board meetings, generally once per month;
- Volleyball Queensland Annual General Meeting;
- Volleyball Australia AGM [mid-year];
- Technical Committee and Stakeholder meetings, as required;
- Various sponsor and position related meetings/forums, as required.

Location and Travel

The successful candidate will work from the Volleyball Queensland offices, located at Sports House, Milton.

Regular travel within Queensland and occasional travel interstate 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 early to mid-July, 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:

- Volleyball Queensland website: www.vq.org.au
- Facebook: <https://www.facebook.com/volleyballqueensland/>
- Instagram: <https://www.instagram.com/volleyballqld/>



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 23 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, Volleyball Queensland 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 270th 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.



