



Chief Executive Officer Netball ACT

SPORTSPEOPLE
RECRUITMENT



- **Lead and grow an evolving State Sport Organisation**
- **Strategic operational leadership and commercialisation focus**
- **Lyneham (Canberra) location**

About Netball ACT

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be the leading women's sport in Australia. Most Australian families have had some involvement with netball; either through playing, volunteering, coaching or assisting in the administration of the sport. Male participation is steadily increasing and it is an exciting time for the sport with the 2027 World Cup being held in Sydney, Australia.

Netball ACT (NACT) is the peak body for Netball in the Australian Capital Territory with the purpose to inspire and grow the sport of netball. Netball ACT is a Member Organisation of Netball Australia.

Netball ACT is made up of six Member Associations across Canberra: Arawang, Belconnen, Canberra, South Canberra, Tuggeranong, and ACT Men's & Mixed Netball.

Celebrating its Golden Jubilee in 2025, and with a new Strategic Plan in development, the Chief Executive Officer is responsible for the translation and implementation of the NACT strategy and the overall management of netball in the ACT.

To ensure NACT continues to deliver on its strategic priorities, the organisation will focus on growing participation and customer engagement, while working to realise the untapped value in its asset portfolio. NACT is also in a strong financial position to achieve success across the key areas of Play, Inspire, Grow and Lead.



Chief Executive Officer

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for the strategic direction and day to day management of the organisation. This includes leading staff to drive and deliver against the strategic plan to achieve success across the key areas of Play, Inspire, Grow and Lead.

To be considered for this role you will have experience in strategic leadership, business management and financial acumen plus the ability to drive NACT to be a sustainable and high performing sporting body. You will have a proven track record of securing and maintaining commercial partnerships and be comfortable operating within a results driven environment.

The role requires an influential and collaborative leader, with a proven track record of working with a Board and successfully managing business tasks and operations whilst maintaining a focus on medium-long term strategic priorities. With strong analytical, critical thinking and problem-solving ability paired with a passion for continual improvement, you will be skilled at identifying opportunities to streamline systems and processes and manage operational and cultural changes that promote business efficiencies and raise the standard of member service.

The ability to engage and develop lasting, positive relationships with the stakeholder family (including Netball Australia, Government, members, staff, volunteers and commercial partners) is key to success in this role.

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. Experience from within a sport or not-for-profit member based organisation would be an advantage.

This is a unique opportunity to lead the growth of an evolving state sport organisation. A background in netball is not required; however you must be committed to driving the growth of all levels of netball throughout the ACT.



Key Result Areas

Strategic Focus, Thought Leadership and Program Management

- In conjunction with the Board of Directors drive the vision of the organisation
- Provide leadership to the organisation
- Translate the organisation's vision into KPIs
- With the Board of Directors, manage change as required from a governance and/or management perspective
- Be responsible for staff members adhering to the organisations policy and achieving agreed KPIs
- Through effective management and staffing, set high standards of quality for the organisation's programs

High Performance Leadership and Culture

- Creates and develops high performing teams, including encouraging creativity and innovation, having regular and honest performance conversations, and developing staff capability through coaching, mentoring and succession planning.
- Creates and shares the vision for teams, including leading and translating the strategic direction to ensure the team understands how their work contributes to the future.
- Creates and rewards an inclusive culture, providing a safe environment to share ideas, recognising the contribution and achievements of others.
- Being self-aware, respectful, and regularly evaluates own performance.

Stakeholder Relationships

- Represent NACT at a range of external forums including government, corporate partners, and in community activities
- Maintain the reputation of NACT as a professional and respected organisation
- Maintain and build upon NACT's successful relationship with its Member Associations
- Build effective relationships with both internal and external stakeholders to deliver successful outcomes for NACT stated short, medium and long-term strategic priorities

Finance and Risk Management

- Proven ability to manage financial outcomes and operate within agreed budget parameters
- Establish and maintain a system linking strategic and operational planning with the organisation's budgeting process
- Present financial reports to the Board on a regular basis and submit an annual budget for board review, revision, and approval.
- Ensure that a clear and accurate accounting system is maintained, allowing the Board to monitor the organisation's finances and operations in relationship to the approved budget (knowledge of Xero finance system and/or similar desirable)
- Ensure risk management process are developed that identify, assess and mitigate risk that could potentially affect Netball ACT
- All employees will:
 - Identify and report any hazards, damage, loss, or exposures observed during their work;
 - Mitigate and manage identified risks.
 - Minimise damage or loss of property within the incumbent's control.

Governance / Operations Management

- Model high performing culture among staff and volunteers
- Ensure progressive human resource management practices
- Ensure that there are appropriate systems and processes in place to facilitate the day-to-day operations of the organisation including policy development and maintenance
- Ensure compliance with all legal, taxation and regulatory requirements
- Report monthly, or as required.

Commercial Development

- Have a clear understanding of the current and future financial resources needed to realise the organisation's current and future priorities
- Create and maintain partnerships with regional businesses, ACT Government and other organisations that contribute to NACT's resources
- Work with current and future commercial partners to secure sustainable income
- Work closely with Netball Australia and other Member Organisations to promote and develop the game at a local, regional and national level

Work Health and Safety

- Ensure compliance with the Work Health and Safety Act and regulations to ensure the health and safety of self and others in the workplace.
- Comply with NACT policies, procedures and ensure safe working practices are adhered to.
- Consult with employees on WH&S matters and monitor WH&S performance within area of responsibility.

Relationships

Reports to:

- NACT Board of Directors via the Chair

Direct Reports:

- Finance Manager
- Competitions and Centre Manager
- Performance Pathways Coordinator
- Participation Coordinator and Competitions Administrator
- Media, Communications and Events Coordinator
- Umpire and Coaching Coordinator

Key Relationships:

- NACT Board
- NACT Staff and Contractors
- NACT volunteers
- ACT Government
- Netball Australia
- Fellow Netball Australia Member Organisations
- NACT Member Associations
- NACT Members
- NACT Service Providers and Contractors
- NACT Sub-committees
- NACT Commercial Partners
- Community Groups
- The broader ACT Community

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:

Essential

- Strong business and commercial acumen, with analytical, strategic thinking and problem-solving skills
- Proven ability to identify and secure commercial opportunities and partnerships to achieve stable revenue streams
- Ability to design, refine and implement policies, frameworks or solutions to support the organisation in the short and long term
- Strong financial acumen, including the capacity to interpret and report on financial accounts
- Collaborative leadership qualities including the ability to set clear direction; motivate others, solve conflicts, balance competing priorities and maintain vital relationships
- Ability to communicate with influence throughout the organisation and externally and work collaboratively with a diverse range of stakeholders
- A strong passion for sport development and drive to increase participation
- Satisfactory Working with Vulnerable People check

Preferred

- A proven track record working with volunteer Boards and the ability to set strategic directions delivering agreed outcomes, and the achievement of required results and outcomes
- A relevant tertiary qualification and/or broad experiences in business or sport management and leadership
- Experience collaborating with other organisations via a shared services model

Residency and Immigration

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 role and the sport industry, some evening and weekend work will be required from time to time to attend meetings and events.

As a minimum the Chief Executive Officer would be expected to attend NACT Board Meetings, various sub-committee meetings (as required), designated Netball Australia events and various other events and functions.

Location and Travel

The position will be based at the SolarHub ACT Netball Centre 435 Northbourne Ave, Lyneham ACT.

Some domestic travel 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. NACT recognises and values the contribution of its staff and invests in professional development opportunities. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

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

Timelines

Final interviews and the appointment of the Chief Executive Officer, Netball ACT are scheduled for November, 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods, holiday period and general availability.

Website & Social Media

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

Netball ACT website: act.netball.com.au

Facebook: facebook.com/NetballACTOfficial

Instagram: instagram.com/netball.act

LinkedIn: linkedin.com/company/netball-act



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 Wednesday 5 November, 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 Now 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 or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Chief Executive Officer, Netball ACT 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 ACT as the exclusive search partner for the Chief Executive Officer position - *our 277th 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.



