



Executive Director, Corporate Services

Queensland Academy
of Sport

SPORTSPEOPLE
RECRUITMENT



- **Senior strategic and operational leadership position**
- **Newly transitioned Statutory Body**
- **Lead all corporate functions including Finance, Legal, Operations, Human Resources, Sports Integrity and Communications & Media**
- **\$231,634 to \$240,233 pa (total remuneration package) SES2L**

About the Queensland Academy of Sport

The Queensland Academy of Sport (QAS) has formally transitioned to a Statutory Body created under the Queensland Academy of Sport Act 2025 and is the state's leading high performance sport agency, currently supporting more than 500 elite athletes ranging from talented juniors through to Olympic, Paralympic and World Champions. QAS expert staff support athletes through in-house programs, partnerships with State and National Sporting Organisations, and individualised support for athletes on medal-winning trajectories to help them perform when it matters most.

The QAS mission is to inspire extraordinary sporting success. This mission was brought to life when 191 Queensland athletes proudly wore green and gold while representing Australia at the Paris 2024 Olympic and Paralympic Games. Paris 2024 will go down in history as Australia's best ever Games, setting the bar high for the next Olympic and Paralympic cycle. The QAS is now on a mission to be the leader of high performance sport, with a particular focus to deliver more medals across more sports at the Los Angeles 2028 Games, in anticipation of hosting Australia's most successful Games in Queensland in 2032.

QAS Vision 2032: Inspiring Extraordinary Sporting Success

QAS Mission 2028: Deliver more medals across more sports

QAS Strategy Outcomes:

1. Ensuring Queensland has an oversupply in talent capable of winning on the world stage.
2. Developing high performing coaches that enable world class outcomes at each level of the athlete pathway.
3. Delivering expert Performance Support Teams (for example Physiotherapist, Sport Physicians, Physiologists) that maximise the availability and enhance the performances of athletes.
4. Delivering cutting edge performance solutions for athletes, coaches, and sports by fostering enterprising partnerships.
5. Investing resources strategically, objectively, and efficiently to optimise athletes medal winning success.
6. Enabling a data-driven competitive advantage.
7. Attracting and retaining a talented and motivated workforce, capable of operating in highly complex environments.
8. Enabling an enriching and holistic athlete high performance journey.
9. QAS Business and Strategy Function operates in a way that is responsive, agile, and respectful of high-performance environments.



Executive Director, Corporate Services

Reporting to the Chief Executive Officer, the Executive Director, Corporate Services leads the operational function for QAS including Finance, Legal, Operations, Human Resources, Sports Integrity and Communications & Media. The role delivers core corporate functions whilst efficiently and effectively meeting government and statutory requirements, including compliance, reporting, and regulation. Supporting strategic and operational decision-making across the QAS through robust financial modelling, analysis, insights and budget management; this role is key to ensuring financial stability and effective funding allocation to achieve both high performance and business outcomes.

As a member of the Senior Leadership Team this role works closely with the Minister, CEO and Board members, as well as building and leading a team of 30+ including six direct reports.

To be considered for this role you will have a proven track record in governance, risk and financial management, with a clear understanding of Board and government statutory body policy, reporting requirements, practices and protocols. The role will require a strong and dynamic communicator and people leader with exceptional well-developed interpersonal skills, including upward communication of issues to the CEO and Board. A thorough understanding of managing complex relationships is required to understand intuitively the leadership of diverse stakeholder groups.

The successful candidate will be an individual that possesses drive, passion, initiative and enjoys thinking on their feet to deliver optimum elite sporting outcomes within a financially constrained environment. With the proven ability to continuously improve and innovate operational processes, you will be well-placed to develop and drive best practice within the organisation, whilst respecting government policy. Your prowess in managing multiple priorities for a diverse range of stakeholders will be key to your success.

This is a unique opportunity to support the delivery of the QAS mission, contributing to something inspirational, transformational and significant for Queensland and the nation.



Key Accountabilities

- Oversee the corporate functions of the QAS (including Finance, Legal, Operations, Human Resources, Sports Integrity and Comms and Media) and respective QAS High Performance 2032 strategy pillars to allow the business to achieve the high-performance outcomes.
- Lead the team – alignment of work to the strategy, develop them and build on the culture.
- Model high levels of leadership capability to staff and peers in the QAS demonstrates strong commitment to the QAS's values and exemplifies best practice in people management.
- Deliver corporate functions in line with government and statutory body requirements and including reporting, statutory regulations and compliance needs in a way that is efficient and effective.
- Manage budget to ensure financial stability and effective allocation of funding to achieve high performance and business outcomes.
- Enable informed strategic and operational decision making and accountability across the QAS through robust financial modelling, analysis and insight.
- Broker whole-of-government corporate partnerships and solutions to ensure the deliverables of the program areas are met.
- Innovate and embed a culture of client service, continuous improvement and risk management, ensuring clear and measurable improvements in outcomes.
- Lead coordination of QAS correspondence, cabinet legislation and liaison.
- Develop and monitor corporate policies and provide the leadership, vision and management necessary to ensure proper operational controls, administrative and reporting procedures, and people systems are in place to effectively maintain and grow the organisation.
- Ensure the organisation meets all legislative and regulatory requirements whilst providing a culture and workplace that meets the requirements of high-performance athletes.
- Develop a positive and performance-oriented culture that reflects the workplace as enjoyable, productive and satisfying with a focus on customer needs, delivery, value-add and innovation.
- Work collaboratively with the wider Australian High-Performance system (including State Institutes, AIS, Paralympics Australia, international and professional elite sport networks) to share knowledge and leverage opportunities.
- Provide a safe, and safe environment for QAS supported athletes and any other children and young people engaged with the QAS, free from physical, sexual and emotional abuse or neglect.
- Take shared accountability for setting a high-performance culture to enable successful outcomes. This also always includes adhering to the highest ethical and professional standards.
- Comply with the Code of Conduct for the Queensland Public Service, Public Service Values and departmental policies and positively contribute to a high-performing workplace culture that is respectful, inclusive and safe.
- Demonstrate cultural capability and a commitment to cultural safety for Aboriginal peoples and Torres Strait Islander peoples.

Working Relationships

Reports to:

- Chief Executive Officer

Direct Reports (6):

- Head of Finance
- Head of Operations
- Head of Communications & Media
- Head of Human Resources
- Head of Sports Integrity
- Legal Counsel

Team size: 31 FTE



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:

- Exceptional leadership skills applied to achieve cohesion and commitment from a diverse range of competing interests to successfully deliver on the vision and public policy outcomes.
- Demonstrated ability to work with, understand, interpret and meet the needs of the Board and work effectively with Ministers and Government to implement Government and Board policy.
- Superior planning, visionary and strategic thinking skills and the capacity to confidently manage and coordinate a multitude of complex projects concurrently.
- Exceptional interpersonal and communication skills that will enable effective engagement across a diverse community of stakeholders.
- In-depth understanding and experience in managing complex Government statutory entities, corporate governance issues and the reporting requirements of Boards.
- Experience in delivering optimum elite sport outcomes within a financially constrained environment and demonstrated competency in financial management
- Understanding of ethics and integrity for a public servant and an appreciation of appropriate Government and Ministerial Office practices and protocols.

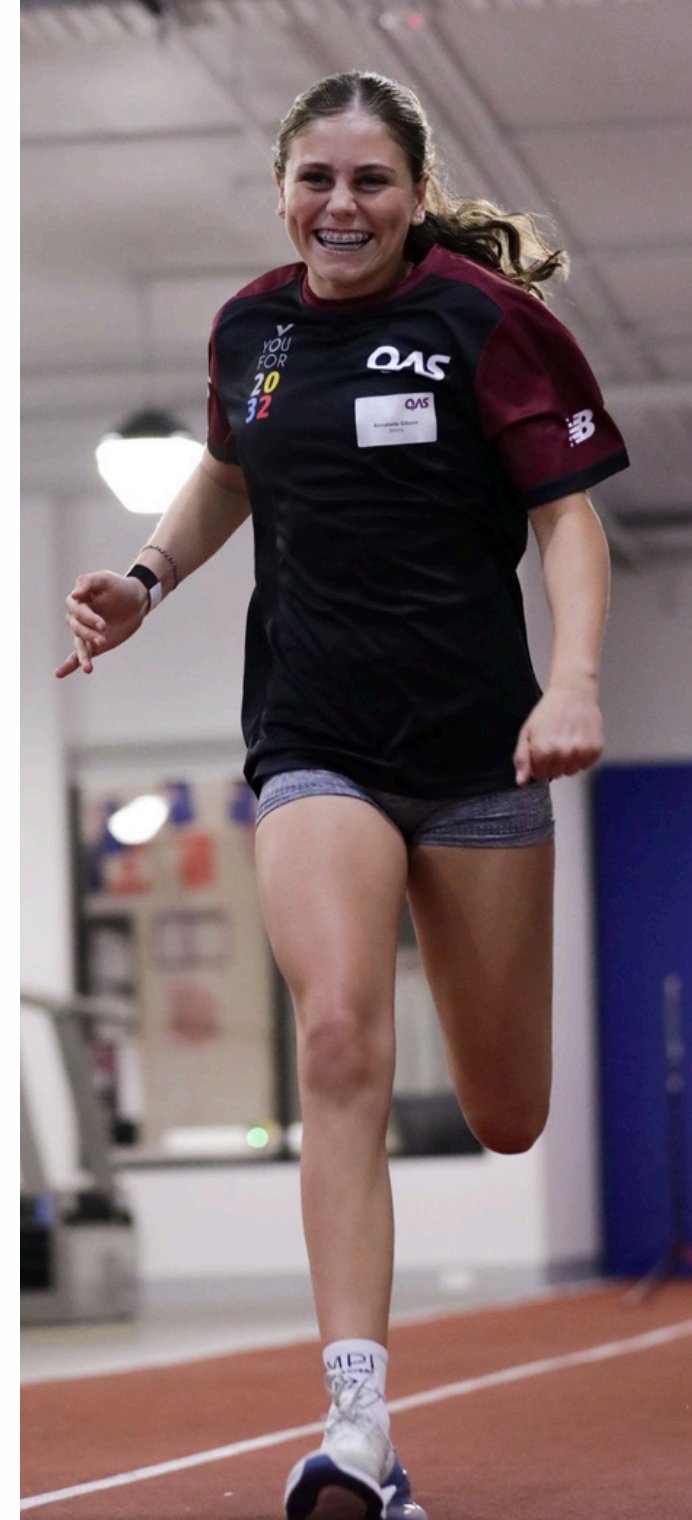
You will display outstanding judgement, high-level integrity, strong agility to adapt to a constantly changing environment, a strong achievement orientation, and excellent communication and negotiation skills.

You will be assessed on your eligibility and suitability for employment, as well as the diversity of lived experience you bring to the role, team and organisation. We also consider your personal qualities and how you can develop further in the team and role. QAS use the Program Leader of the [Leadership competencies for Queensland](#) framework to help guide this assessment.

The recommended candidate will also require a Current Working With Children (QLD Blue Card) Check, and clearance from a criminal history check.

Residency and Immigration

Candidates must be an Australian Citizen or reside in Australia with unlimited working rights to be considered for this position.



Hours of Work

This is a full time position. Given the unique nature of the sport industry, some out of normal hours work, including weekends, will be required to attend meetings, competitions and events.

Location and Travel

This position will be based at the QAS office in the Queensland Sport and Athletics Centre in Nathan, Brisbane. The successful applicant may be required to work from any of QAS' locations.

The position may be required to travel to city, regional and interstate locations from time to time to attend meetings and events.

Remuneration Guide

A total remuneration value between \$231,634 to \$240,233 per annum, inclusive of 12.75% superannuation and 17.5% leave loading, will be available to the successful applicant negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Employee benefits include:

- a range of salary packaging options
- opportunities for professional development
- a genuine focus on employee health and wellbeing
- flexible work hours and work arrangements
- a workplace that fosters information sharing, stakeholder engagement, collaboration and productivity

Contract Term

This position will be appointed on an initial contract of up to 3 years in length, and may eligible for reappointment.

Timelines

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

The successful candidate would be expected to commence duties as soon as possible, 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:

QAS Website: qasport.qld.gov.au

Facebook: facebook.com/QldAcademyofSport

X: x.com/QldAcademySport

Instagram: instagram.com/qldacademysport

YouTube: youtube.com/user/QldAcademyOfSport

LinkedIn: linkedin.com/company/queenslandacademyofsport

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.

QAS is an inclusive organisation that values and respects differences and the diversity of thought and experiences they bring to workplace culture. We encourage applicants representing all genders, cultural backgrounds, ages, languages, sexual orientations, family responsibilities and people with disability to apply.

This role is open to all candidates who meet the requirements for this role.

We invite and welcome applicants who identify with one or more Diversity Target Groups as defined in Section 25 of the Public Sector Act 2022 and meet the eligibility and suitability requirements for this role.

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 20 October, 2025

Reference: QLD/664203/25

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 addressing the selection criteria and describing why you are the best suited person for this role; 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 **+61 (0)408 258 337** or **FREECALL AU 1800 634 388** or via admin@sportspeoplerecruitment.com.

Workplace Adjustments

We are committed to supporting candidates who may require support or adjustments during the application stage as well as throughout the selection process.

Please contact Scott Oakhill via the details above if you require any adjustment/s to actively participate in the recruitment process. The selection panel will work with you to ensure you receive the support or workplace adjustments you require at all stages of the recruitment process.

About Sportspeople Recruitment

The Executive Director, Corporate Services - Queensland Academy of Sport 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 the Queensland Academy of Sport as the exclusive search partner for the Executive Director, Corporate Services position.

Australian owned - globally connected - since 1996



