



Chief Executive Officer

Netball NT

SPORTSPEOPLE
RECRUITMENT



- **Lead an evolving State Sport Organisation**
- **Drive participation, partnerships, and profitability to grow the game and business**
- **Shape the future of netball in the NT**
- **Based at the Territory Netball Stadium in Darwin**

About Netball NT

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.

Netball NT (Netball Northern Territory) is the official governing body for netball in the Northern Territory. As a not-for-profit organisation, it is responsible for promoting, developing, and managing the sport from grassroots to high-performance levels across the NT. Netball NT has been a Member Organisation of Netball Australia since 1977.

Netball NT provides leadership, coordination, and support to its five key member associations: Alice Springs, Darwin, Gove, Katherine, and Palmerston who each run a local competition.

Netball NT organises a range of development programs, carnivals and participation opportunities for athletes, coaches, umpires, and administrators. It manages major netball venues, such as the Sitzler Netball Centre / Territory Netball Stadium in Marrara. The organisation's purpose is to maximise opportunities for the NT community to be involved in netball, fostering good health, inspiration, achievement, enjoyment, and a sense of belonging.

Guided by a volunteer Board of Directors, Netball NT works in partnership with government, sponsors, local clubs, and communities to grow netball's reach, support its members, and enhance the quality and integrity of the sport throughout the Territory.



Chief Executive Officer

Reporting to the Board, the CEO will provide strategic leadership and effective management across all areas of the organisation, ensuring sound governance, financial sustainability, and the continued growth of participation and programs throughout the Territory. This includes overseeing daily operations, managing staff and resources, and acting as the key liaison between the Board, stakeholders, government, sponsors, and the broader community.

Driving innovation, collaboration and growth, the CEO will work closely with member associations to support the delivery of successful programs, competitions, and participation pathways, whilst strengthening governance, enhancing facilities, and expanding opportunities for participation and talent development. A key part of the role will be developing strong commercial partnerships and securing investment to ensure the sustainability of the sport.

The CEO will also manage the day-to-day running of the the Territory Netball Stadium complex in Marrara, with a focus on growing and diversifying the hiring base to ensure the facility is optimally utilised whilst meeting the needs of the netball community.

The successful candidate will bring proven experience in senior leadership within sport or business, with strong strategic, financial, operational, and people management skills. With excellent communication and stakeholder engagement abilities, you can build trusted relationships with the stakeholder family (including members, Netball Australia, Government, staff, volunteers and commercial partners), and are confident representing the organisation in public and media forums. You have the ability to think strategically, lead collaboratively, and the capacity to work effectively with a volunteer Board.

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 NT.



Key Result Areas

Leadership

- Manage individual and team performance (including underperformance) by acknowledging contributions and providing feedback and accountability for achieving business priorities.
- Foster and develop talent, driving a culture of high performance and providing opportunities that build capability aligned to current and future needs.
- Deliver key performance objectives safely and cost-effectively within approved budgets and business plans.
- Provide leadership to develop and drive the vision and strategic plan for the organisation across the NT.
- Encourage, promote, and manage the game of netball in the Northern Territory.

Stakeholder Engagement

- Represent and promote Netball NT at external forums, including with government, corporate partners, and community activities.
- Develop sponsorship proposals and actively seek partnerships to generate revenue and in-kind support, ensuring sponsors align with Netball NT values and community expectations.
- Provide guidance and support to member associations.
- Build effective relationships with internal and external stakeholders to achieve Netball NT's short-, medium-, and long-term strategic priorities.
- Foster strong relationships with government to prioritise investment in growth, participation, and facilities statewide.

- Educate and consult with affiliated associations to facilitate programs and events for participation growth at all levels.
- Develop and deliver initiatives that recognise contributions and achievements across the netball community.
- Build strong relationships and promote Netball Northern Territory in conversations with government to prioritise investment in relation to growth/participation and facilities statewide.

Operations Management

- Ensure progressive human resource management and oversee employees of Netball NT.
- Ensure appropriate systems are in place for daily operations.
- Ensure compliance with all legal, taxation, and regulatory requirements.
- Manage the day-to-day running of the Netball complex at Marrara, including the Territory Netball Stadium.

Financial

- Develop and maintain strong relationships with the Territory Government and relevant departments to attract and secure funding, ensuring KPIs are met as per grant/funding agreements.
- Provide financial analysis and reporting as required, ensuring accurate and timely insights are available for decision-making.
- Establish and maintain risk management strategies, ensuring compliance, safety, and resilience in all operations.

- Develop and monitor the operational budget, ensuring effective cost control, procurement, and cash flow.
- Manage annual audit requirements. Review insurable risks annually, ensuring appropriate coverage.
- Manage relationships with external service providers (banks, insurers, auditors).

Governance

- Ensure governance documentation is in place and reviewed regularly, including but not limited to the Constitution, by-laws, and policies.
- Ensure compliance with Netball Australia and Netball NT governance and compliance policies, including the Child Safeguarding Policy, Member Protection Policy, and Integrity Policy.
- Schedule Board meetings and prepare high-quality, timely agendas, monthly reports, board papers, and minutes. Present on relevant topics as required.

Strategy

- Develop, implement, and regularly review Netball NT's strategic plan. Ensure programs and activities align with the organisation's vision, values, and long-term objectives.
- Identify and drive strategies to increase netball participation at all levels, including grassroots, school, and elite pathways, with a focus on underrepresented communities across the Northern Territory.

Other

- Other projects and tasks as required.

Relationships

Reports to:

- NNT Board of Directors via the Chair

Direct Reports:

- Venue Manager
- Pathways & Performance Manager
- Participation Officer
- Events & Administration
- Marketing & Communications

Key Relationships:

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

- Management experience in a senior sports / business management role
- Understanding and experience in commercial business enterprises, strong financial management with the ability to achieve operational business objectives
- Strong strategic capabilities and the ability to set the strategic direction while achieving the identified outcomes.
- Ability to work with a volunteer Board of Directors
- Demonstrable experience in people management, committed to developing others and building a high performing team
- Excellent stakeholder engagement skills, with the ability to build strong relationships
- Strong written and verbal communication skills with the ability to negotiate, resolve conflict and influence to achieve desired outcomes
- Knowledge of best practice governance, risk management and understanding of relevant legislation
- Ability to deliver effective presentations and media engagements to diverse audiences
- Adaptable, with a demonstrated ability to think in a strategic manner
- Relevant Tertiary Qualification (Sports Management / Administration desirable)
- Valid Ochre Card (working with Children Clearance)
- National Police Conviction Check
- Current Northern Territory Drivers Licence (or ability to obtain)



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 NNT 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 Territory Netball Stadium at 235 Abala Road, Marrara. Some domestic travel will be required from time to time to attend scheduled meetings and events.

Darwin is a city that's all about liveability, with a country town lifestyle and all the big city advantages. It is beautiful, warm, close to nature, and with no traffic it only takes 5-10 minutes to get anywhere!

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.

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

Residency & Immigration

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

Timelines

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

The successful candidate would be expected to commence duties as soon as possible (from mid-January), 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 NT website: nt.netball.com.au

Facebook: facebook.com/NetballNorthernTerritory

Instagram: instagram.com/netballnt

LinkedIn: linkedin.com/company/netball-northern-territory



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 26 November, 2025 (NT time)

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 NT 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 NT as the exclusive search partner for the Chief Executive Officer position - *our 279th CEO search*.

Australian owned - globally connected - since 1996

Merit Recruitment

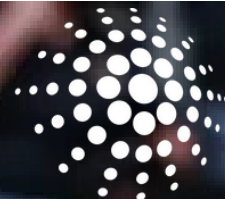
Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates 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.



SPORTSPEOPLE
RECRUITMENT

netball
NORTHERN TERRITORY



netball
NORTHERN TERRITORY

