



Chief Executive Officer

Baseball New Zealand

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- **Lead and grow an evolving National Sport Organisation**
- **Pivotal leadership role at a time of opportunity and change**
- **Permanent or interim option available**
- **Albany, Auckland location (preferred)**

About Baseball New Zealand

Baseball New Zealand is the national governing body responsible for leading, growing, and developing baseball across Aotearoa.

The Baseball NZ vision is to be the sport you'd recommend to your neighbour - a vibrant, welcoming, and aspirational sport with pathways from grassroots to elite performance, including the long-term opportunity to pursue Olympic success in 2032.

Baseball NZ membership comprises:

- 4 Regional Baseball Associations.
- 21 Affiliated Baseball Clubs.
- More than 2,500 individual club members, who play, coach, officiate and support Baseball in New Zealand.

More than 8,700 individuals participate in competitive and recreational Baseball programmes in various capacities around the country. Baseball New Zealand is one of over 130 member affiliates of the World Baseball Softball Confederation (WBSC). An estimated 60 million people play Baseball worldwide.



Chief Executive Officer

Reporting to the Board of Directors, the Chief Executive Officer provides strategic, commercial, operational, and cultural leadership for Baseball New Zealand. The role exists to unify a passionate, yet fragmented community, drive unity and trust, strengthen organisational capability, grow participation, secure sustainable funding, and lead the sport into its next era of stability and growth.

As the public face of the organisation, the CEO will embody Baseball NZ's values of integrity, transparency, commitment, equality, compassion and resilience, and champion a strong "one baseball" culture to significantly enhance the experience of members, partners and stakeholders across the sport. The CEO will also strengthen relationships with Sport New Zealand, international and Olympic bodies, iwi, government, schools, media and commercial partners, and actively advocate for the sport to raise its profile and visibility.

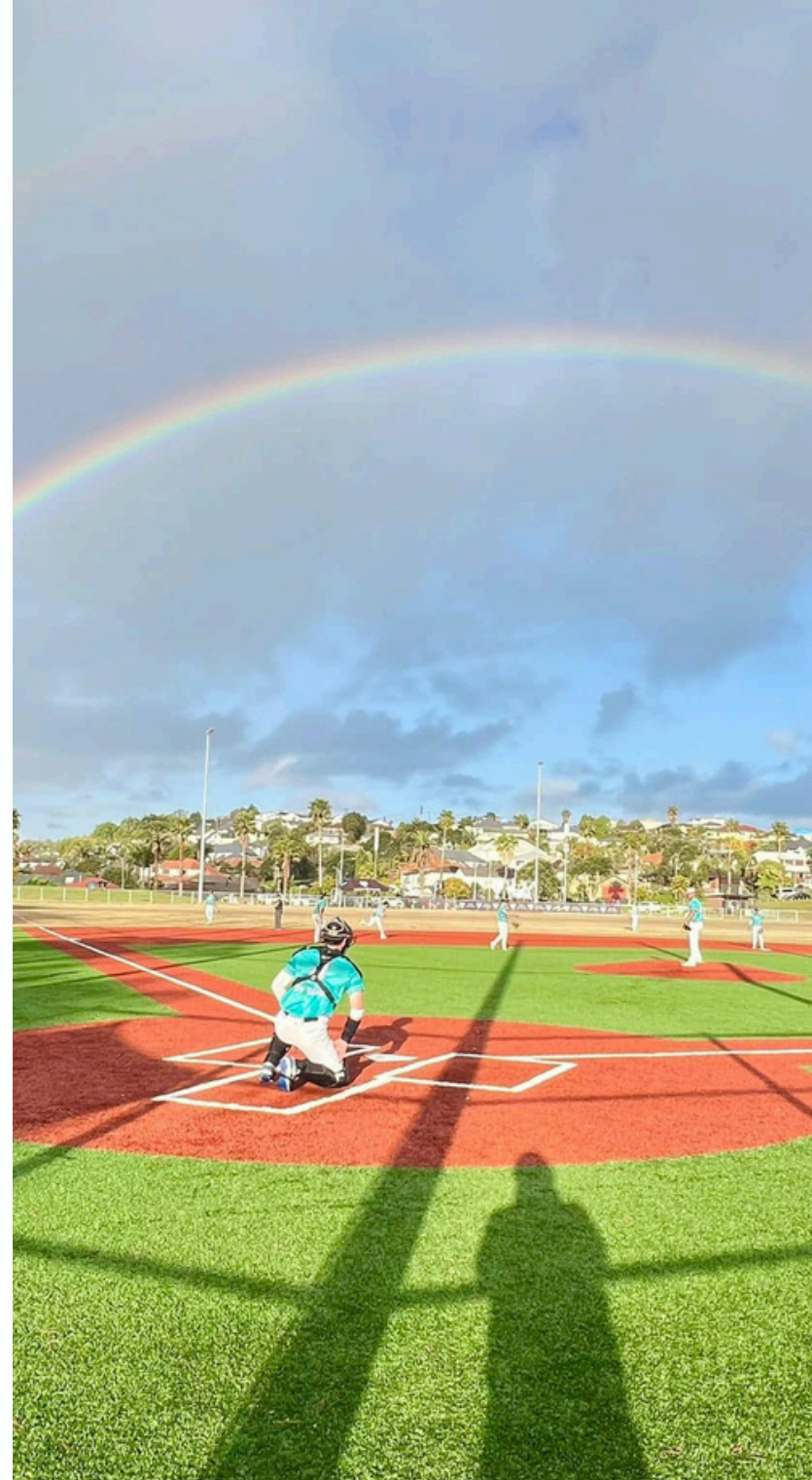
The role is responsible for delivering the organisation's strategic plan, balancing grassroots development with high-performance aspirations, and continually reviewing the structure of the sport and its partnerships, identifying opportunities for cross-code collaboration, shared services and smarter ways of working. The CEO will lead and develop a small (7) high-performing team, and create clear systems, behaviours and accountability in a resource-constrained environment. Strong financial and commercial stewardship is essential, including disciplined budgeting and forecasting, strengthening financial controls, diversifying revenue streams and developing new commercial partnerships.

A key focus of the role is growing participation and strengthening pathways across all levels of the game. This includes supporting innovative programmes, school and community partnerships, improved competition structures and enhanced game-day delivery, while building clear national pathways that connect community participation to elite performance.

This role requires a unifying, inclusive and values-driven leader who is both visionary and operationally grounded. To succeed in this role, you will bring senior leadership experience in sport, community or other complex stakeholder environments, with a proven ability to build trust, connect diverse groups and lead organisational or cultural transformation. You will have strong commercial, financial and strategic capability, exceptional relationship-building and communication skills, and the emotional intelligence, integrity and resilience required to navigate complexity and pressure.

Experience in an NSO, RSO or Sport New Zealand-funded environment, exposure to high-performance sport or pathway systems, and knowledge of baseball or diamond sports will be advantageous but are not essential.

If you are motivated to lead a proud sport with strong community roots and bold ambitions for the future, we would welcome your application.



Key Responsibilities

Stakeholder Engagement & Management

- Personify for the community the Baseball NZ Values: integrity, transparency, commitment, equality, compassion and resilience
- Champion a 'one baseball' culture with strong communication, presence, and responsiveness
- Improve quality of member and stakeholder experience

Organisational Leadership & Culture

- Build a high-performing team with clear and consistent behaviours, roles, systems, and alignment
- Embed Te Tiriti o Waitangi principles and DEI practices
- Strengthen staff development, performance management, and collaboration

Strategic Leadership

- Lead the delivery of Baseball NZ's Strategic plan and Balanced Scorecard
- Balance grassroots development with high-performance aspirations
- Identify opportunities for cross-code partnerships and shared services
- On going review of the structure of Baseball and external partnerships

Financial & Commercial Stewardship

- Strengthen and diversify revenue streams.
- Lead disciplined budgeting, forecasting, and financial controls
- Reduce aged receivables and reinforce financial accountability
- Develop commercial partnerships and secure new investment

Participation, Pathways & Community Growth

- Strengthen the base of the sport through innovative programmes and school/community partnerships
- Strengthen retention across youth, senior, and high-performance levels
- Improve competition structures and game-day delivery
- Evolve clear national pathways connecting community to elite performance

Partnerships, Advocacy & Brand

- Serve as the credible public face of Baseball NZ
- Strengthen relationships with Sport NZ, WBSC, NZOC, iwi, government, schools, and commercial partners
- Advocate for the sport across the media and wider sports system
- Strengthen Baseball NZ's profile, brand presence, and visibility

Governance & Board Engagement

- Provide high-quality reporting, insights, and decision support to the Board.
- Maintain full legal, financial, and health & safety compliance.
- Support the Board's strategic focus

Hours of Work

This is a Full Time position. Due to the nature of the role and the sport industry, flexible hours including some evening and weekend work will be required from time to time to attend meetings and events.

Contract Period

This is a permanent executive level position. Candidates looking for an interim (6 month) contract role with a change management focus will also be considered.

Location and Travel

The Baseball NZ office is located at the North Harbour Stadium, Stadium Drive, Albany, Auckland. Whilst it is preferred the CEO will be based in the Auckland office, candidates from other locations within New Zealand will be considered.

Some travel within New Zealand 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.

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



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

- Senior leadership experience in sport, community, or complex stakeholder environments
- Demonstrated ability to connect groups and quickly establish strong relationships and trust
- Strong commercial, financial, and strategic leadership capability
- Experience leading culture or organisational transformation
- Outstanding relationship-building, communication, and diplomacy skills
- Experience leading small teams with limited resources
- High emotional intelligence, integrity, and resilience
- Valid New Zealand driver licence
- Successful police vetting and adherence to Safe Sport requirements

Desirable

- Experience in an NSO, RSO, or Sport NZ-funded environment
- Knowledge of baseball or diamond sports
- Experience in high-performance or pathway systems
- Understanding of Te Tiriti o Waitangi in a sport context

Personal Qualities

- A unifying leader who brings people together
- Inclusive, values-driven, and community-minded
- Calm under pressure and adept at navigating complexity
- Strategic and visionary yet operationally aware
- A strong communicator and active listener able to build consensus

Residency and Immigration

Candidates must be an New Zealand Citizen or have unlimited working rights within New Zealand to be considered for this position.

Timelines

Final interviews and the appointment of this role are scheduled for early 2026.

The successful candidate would ideally commence duties in mid-late March 2026, 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:

Baseball NZ website: baseballnewzealand.co.nz

Facebook: facebook.com/baseballnz



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: Monday 26 January, 2026

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 **+61 408 258 337** or **FREECALL NZ 0800 634 388** or or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Chief Executive Officer, Baseball New Zealand 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 30 years in 2026 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 Baseball New Zealand as the exclusive search partner for the Chief Executive Officer position - *our 280th CEO search*.

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.

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