



Chief Executive Officer

Tennis NSW

SPORTSPEOPLE
RECRUITMENT



- **Lead and grow this significant State Sport Organisation**
- **Grow participation, create community impact and strengthen stakeholder relationships**
- **Shape organisation culture and lead high-performing teams**

About Tennis NSW

Tennis is a sport for life, which can be enjoyed by people of all ages and abilities. Tennis NSW is the governing body for the sport of tennis in NSW, with the ambition to be the most played sport in NSW through a vibrant and sustainable tennis community. Tennis NSW is the largest of the eight state and territory member associations and currently supports 511 Clubs, Associations and Court Operators and over 100,000 registered participants. The organisation works across participation, pathways, performance, facilities, governance, and stakeholder engagement in a complex environment, including a shared services model with Tennis Australia.

The new [Strategic Plan \(Vision 2030\)](#) outlines the Game Plan for tennis in NSW for the next five years and the ambition of striving for tennis to be the most played sport in NSW through a vibrant and sustainable tennis community.

Vision 2030 will focus on four core elements:

- **Play (Participate & Compete):** Experiences that capture the hearts of all players, growing participation and competitive tennis pathways.
- **Places (Facilities & Placemaking):** A network of high-quality and sustainable tennis venues that are focal points of community life.
- **People (Deliverers & Consumers):** Inspired, empowered and engaged deliverers and consumers, serving and receiving great tennis experiences.
- **Partners (Investment & Enablement):** Collaborative and mutually beneficial partnerships that support the sustainability and social impact of tennis.

"We are seeking an experienced and accomplished leader to engage our staff and stakeholders while driving the successful delivery of our new strategic plan.

Melissa Achten - President, Tennis NSW



Chief Executive Officer

Reporting to the Board of Directors, the Chief Executive Officer (CEO) will provide strong, values-driven leadership to staff and stakeholders to deliver the strategic plan and achieve success across the key pillars of Play, Places, People and Partners.

To be successful in this role, you will be a dynamic and accomplished people leader with a proven ability to drive cultural transformation and organisational performance. You will be highly collaborative, capable of engaging and inspiring a broad range of stakeholders within a complex, multi-layered system. A strategic and adaptable thinker, you will strengthen organisational capability, lead sustainable change, and respond effectively to evolving challenges to meet strategic priorities and deliver high-quality, impactful programs and services.

You will be tertiary qualified and bring a strong track record of leading organisations of similar scale, including oversight of budgets, resources, and governance. Demonstrated financial and commercial acumen is essential, with the ability to drive revenue growth through sponsorships, partnerships, and other commercial opportunities.

While a background in tennis is not required, experience within membership-based, federated, or community organisations would be highly valued, as would a strong understanding of grassroots sport and athlete pathways to elite competition. Proven experience working with a Board and delivering Board-level reporting is essential.

This is a rare and exciting opportunity to lead and grow a highly respected peak State Sporting Organisation and make a lasting impact on the sport and its community.



Key Responsibilities

People Leadership and Culture

- Model and reinforce Tennis NSW's values across all levels of the organisation
- Foster a high-performance, inclusive, and collaborative culture
- Coach, mentor, and develop senior staff and their teams to maximise capability and engagement
- Implement workforce planning, talent development, and succession strategies
- Lead and manage organisational change to support strategic priorities and long-term sustainability

Strategic Leadership and Governance

- Translate strategic objectives into actionable initiatives
- Lead the execution of Tennis NSW's strategic plan
- Advise the Board on strategic direction, organisational risks, and opportunities
- Ensure compliance with the constitution and funding agreements
- Ensure alignment with the national integrity framework including child safeguarding, member protection and integrity frameworks

Operational Management

- Oversee day-to-day operations and ensure effective delivery of Tennis NSW programs and services
- Ensure effective governance and oversight of high-quality planning and execution of tournaments, events, and participation initiatives
- Provide executive leadership and oversight of Tennis NSW's involvement in the United Cup in Sydney and other commercial events
- Oversee Tennis World as the tennis and venue manager at Sydney Olympic Park Tennis Centre (in association with Tennis World Melbourne)

Financial and Risk Management

- Ensure organisational sustainability through budget management, financial oversight, and revenue generation
- Identify and secure funding, sponsorship, and partnership opportunities to support organisational objectives
- Drive a positive and effective risk culture across the organisation, including appropriate behaviours, transparency, capability and processes
- Provide assurance to the Board that all material risks are being effectively managed
- Work closely with TA to ensure shared services are delivered effectively to the benefit of Tennis NSW in the areas of finance, legal, HR and IT

Stakeholder Engagement

- Build and maintain strong, collaborative relationships with Tennis Australia, other Tennis State Sporting Organisations, Government (including state, local and key stakeholders such as the Office of Sport, SOPA, Destination NSW), sponsors and community partners
- Build rapport and develop trusting relationships with Tennis NSW members and with key associations, clubs, coaches and court operators
- Represent Tennis NSW externally in a professional and positive manner
- Act as the principal spokesperson for Tennis NSW and lead effective management of reputational and issues-related risks

Environmental, Health and Safety

- Ensure timely reporting of WHS performance, incidents and material risks to the Board
- Foster a culture that prioritises workforce, participant and public safety
- Ensure compliance with all Tennis Australia and Tennis NSW OH&S policies and procedures and maintain effective WHS and environmental management systems appropriate to the organisation
- Exercise due diligence as an officer under the applicable Work Health and Safety legislation
- Ensure WHS risks are identified, assessed and appropriately managed and compliant with statutory, regulatory, funding and insurer requirements

Measures of Success

- Performance will be assessed against agreed KPIs aligned to the Strategic Plan and reviewed annually by the Board
- Increase membership, membership engagement, player registrations and spectator interest in the sport of tennis in NSW
- Build strong relationships, trust and co-operation with the core partners and stakeholders of Tennis NSW including Tennis Australia, members, government, sponsors, media
- Raise the profile of tennis for spectators, players and the community, through tournaments, flagship events, club tennis and community involvement
- Drive national programs at the state level, maximising the quality and utilisation of facility assets in NSW

Key Relationships

Reports to:

- The Board of Tennis NSW

Direct Reports:

- General Manager Tennis Development
- Head of Tennis Operations & Pathways
- Head of Governance, Membership & Integrity
- Head of SOPTC Operations & Events
- Executive Assistant/Office Manager

Internal Relationships:

- Tennis NSW staff
- Tennis Australia staff including SOPTC Tennis World management
- Tennis NSW Members including Associations, Clubs, Court Operators and Councils
- Tennis World staff at SOPTC
- Volunteers, officials, coaches, and participants

External Relationships:

- Tennis Australia representatives
- Other Tennis State Sporting Organisations
- Other sporting organisations
- Local & State Government & funding partners
- Venue suppliers
- Commercial and service partners

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:

Knowledge & Experience

- Senior executive experience leading an organisation of comparable scale, complexity or stakeholder diversity
- Solid financial and commercial acumen
- Strong understanding of governance and risk management
- Experienced in working with a Board and delivering Board-level reporting
- Successful track record and proven achievement in business
- Understanding of the sporting landscape in NSW (desired)
- Sports Administration, Not-for Profit and/or volunteer based membership organisation experience (preferred)
- Tertiary qualifications in business, finance, sport management, or a related field

Leadership and Behavioural Competencies

- Exhibits ethical leadership and sound judgement
- Builds a strong organisational culture aligned to Tennis NSW values
- Engages effectively with diverse stakeholders
- Demonstrated capability in developing, leading and managing teams and building a safe, respectful, high performance organisational culture
- Collaborative leader able to develop relationships with a diverse and complex range of stakeholders

Personal Attributes

- Resilient and calm under pressure
- Commitment to inclusion, safety and participant well-being
- Strong strategic capabilities, curious and outcome-focused
- Skilled negotiator, able to communicate and network effectively
- High integrity and accountability
- Dynamic and proactive leader with strong communication skills
- Passion for sport with an understanding of the issues confronting tennis
- Flexibility to work evenings and weekends as required
- Condition of employment: Working with Children Check (WCC) and National Police Check

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 TNSW Board Meetings, various sub-committee meetings (as required), designated Tennis Australia events and various other events and functions.

Location and Travel

The position will be based at the Sydney Olympic Park Tennis Centre, 2 Rod Laver Drive.

Some domestic travel will be required from time to time to attend scheduled meetings and events.

Remuneration Guide

A market competitive executive 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.

Timelines

Final interviews and the appointment of the Chief Executive Officer, Tennis NSW are scheduled for March, 2026.

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:

Tennis NSW website: tennis.com.au/nsw

Facebook: facebook.com/TennisNSW

Instagram: instagram.com/tennis_nsw

LinkedIn: linkedin.com/company/tennis-nsw



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:

11pm Sunday 22 February, 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 **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, Tennis NSW 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 Tennis NSW as the exclusive search partner for the Chief Executive Officer position - *our 281st 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.

