



Chief Executive Officer

Swimming
New South Wales

SPORTSPEOPLE
RECRUITMENT



- **Lead and grow a successful Olympic and Paralympic sport across NSW and the ACT**
- **Strategic management and stakeholder engagement focus**
- **Grow the sport's performance, participation and partnerships**

About Swimming NSW

Swimming NSW is the peak body for Swimming in NSW and the ACT and aims to be the number 1 swimming state in Australia in performance and participation.

Swimming NSW currently maintains a membership of over 32,000 members across 12 affiliated Areas and over 350 clubs. Its members include swimmers, coaches, officials, administrators, volunteers and parents of swimmers.

Swimming NSW is one of 9 independent stakeholders in Swimming Australia's federated governance structure.

Swimming is Australia's highest participation sport and is an activity that is synonymous with the Australian way of life. Swimming offers participants both important life skills and a sport that can be enjoyed by all ages and ability levels.

Governed by the Board of Directors, Swimming NSW operations is managed by the CEO and a dedicated team of 25 staff based in Homebush and locations across NSW and the ACT.



Chief Executive Officer

The Chief Executive Officer will work closely with the Board of Directors to lead the execution of strategy and manage the operations of Swimming NSW. The role will be crucial to the growth and success of the organisation ensuring Swimming NSW continues to deliver on its 2022-2032+ Strategic Plan, 'Many Dreams, One Passion', with a focus on growing the membership base and continuing to improve the performance of NSW swimmers at national and international competitions.

The CEO is accountable for providing effective leadership and management for Swimming NSW's member organisations, stakeholders and staff. The Board of Directors are seeking a motivational and inspirational leader who is an dynamic communicator with exceptional stakeholder and relationship management capability.

To be considered for this role, you will have proven senior leadership experience within sport or business, with strong strategic, financial, operational and people management skills. Your commercial acumen will be matched by your sound judgement, strategic decision making capability, and the capacity to negotiate the best possible outcomes for Swimming NSW while at all times maintaining the support and engagement of the NSW swimming community.

You will need to be a self-starter, with a genuine interest in working for a large, geographically dispersed membership. You will have a reputation for building trusting relationships and while doing so, providing services, programs and activities to meet stakeholder needs.

This is a rare opportunity to lead Australia's most successful Olympic and Paralympic Sport in NSW and the ACT, whilst continuing the success of swimming both strategically and operationally.



Key Responsibilities

Participation

- Deliver against the priorities established within the NSW Participation Strategy
- Create safe and inclusive swimming environments that encourage life long participation.
- Drive membership retention and growth.
- Promote the sport of swimming and engage new audiences

Partnerships

- Provide leadership and establish partnerships both within Swimming in the state and nationally and with other sport sector stakeholders
- Maintain effective partnerships with sporting system partners including NSWIS, ACTAS and the AIS
- Drive effective engagement with NSW Government and local government including the Office of Sport and Sydney Olympic Park Authority
- Represent Swimming NSW at key functions and events and advocate for the sport
- Develop and oversee strategies that foster effective relationships with the media

Performance

- Inspire and deliver against the Swimming NSW Performance and Pathways Strategy to achieve an ambitious vision to return NSW as a strong contributor to national teams
- Ensure Swimming NSW Performance Centres offer high performance environments led by world class coaches
- Develop NSW coaches through frameworks and opportunities

Governance & Strategy

- Provide outstanding overall leadership, governance, and strategic planning
- Work in close partnership with the Board to innovate, plan and drive constructive, forward-thinking decision making
- Develop and implement initiatives to grow commercial revenue streams, including non-traditional revenue opportunities
- Implement good governance including general policies to meet standards and guidance by the Board, Swimming Australia and other stakeholders
- Ensure Swimming NSW adheres to the requirements of the National Integrity Framework

Finance & Risk

- Overall responsibility for the financial performance of the organisation – including preparation of Annual Operational Plans and Annual Budgets
- Complete an analysis of the financial statements, manage cash flow and maintain controls to safeguard funds
- Deliver the Board approved budgeted result for the organisation and ensure maintenance of good internal control and reporting is accurate and timely
- Ensure resources are allocated to deliver against the Strategic Plan
- Ensure a high standard of financial administration, propriety and compliance

Business Operations

- Plan for the organisation's ongoing operational needs, including technology, facilities and equipment and deliver effective day to day management
- Lead and oversee the seamless execution and evolution of the business of swimming and operating cadence including but not limited to membership cycles, event management , retail
- Integrate technology with the business model to both increase efficiency, as a performance tool and create greater commercial opportunity
- Provide advice and recommendations to the Board and relevant committees about all operational matters pertaining to Swimming NSW
- Provide direction for management committees to ensure 2 way engagement and alignment to the strategy and stakeholder requirements

Motivate, Engage and Develop the Swimming NSW Team

- Attract, retain and motivate the very best group of employees in the marketplace
- Ensure staff have above benchmark knowledge and skills to service Swimming in NSW and to support stakeholders
- Inspire, grow and nurture the volunteer Technical Officials

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the CEO role will be a self-starting visionary leader with proven capability in a range of personal and professional skills, including:

- Growing and sustaining member participation and engagement
- Creating thriving high performance environments
- Commercial acumen and business development / innovation
- Building and sustaining trusted partnerships with multiple stakeholder groups including but not limited to various levels of government, area committees, management committees, commercial partners, coaches, volunteers and officials
- Exceptional finance and risk practice
- Communication, consultation and negotiation
- Coaching, motivating and developing a high performing team
- Strong Board partnerships
- Senior management experience, ideally in a sports environment
- Ability to meet competing demands through effective prioritising to provide quality outcomes
- Leading a diverse and inclusive culture
- Current Australian Driver's Licence
- Current Working with Children Check
- Understanding of swimming highly regarded

Location and Travel

The position is based at the Swimming NSW office on Underwood Rd, Homebush, NSW.

Flexible working arrangements (e.g. working some hours from home by arrangement) will be available to the successful candidate.

Travel throughout NSW and the ACT (and some interstate travel) will be required to attend various meetings, competitions and events.

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.

Remuneration

An attractive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to phone Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

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, Swimming NSW are scheduled for late March 2026.

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

Website and Social Media

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

Swimming NSW website: nsw.swimming.org.au

Facebook: facebook.com/ SwimmingNSW

Instagram: instagram.com/nswswimming

LinkedIn: linkedin.com/company/swimming-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 15 March, 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, Swimming New South Wales 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 Swimming New South Wales as the exclusive search partner for the Chief Executive Officer position - *our 282nd 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.



