Chief Executive & Performance Director

Boxing Australia



- **Drive the future of Australian Olympic Boxing**
- **Executive leadership of the organisation and its High Performance program**
- **Location flexible (Canberra preferred)**

About Boxing Australia

Boxing Australia Limited is the National Sporting Organisation for Olympic boxing in Australia. It is recognised by World Boxing, the Australian Sports Commission (ASC), the Australian Institute of Sport (AIS), the Australian Olympic Committee (AOC) and Commonwealth Games Australia (CGA). Its members are the eight State and Territory Associations.

Boxing Australia's mission is to grow participation, strengthen pathways, achieve consistent international success, and provide safe, well-governed and financially sustainable opportunities for athletes and the broader boxing community.

Strategic Priorities 2026–2028

- High Performance & Pathways
- Competition Excellence
- Participation & Community Growth
- Governance & Integrity
- Partnerships, Brand & Commercial Growth
- Safety & Wellbeing

Vision: Boxing is a growing sport with Australian boxers recognised as among the best in the world measured by continuing success in international tournaments and for the sport to be accepted by the community for the positive contribution it makes to the development of individuals.

Mission: Boxing Australia and its State and Territory Member Associations are committed to achieving the Vision for boxing in Australia through good leadership, efficient administration and sound financial management both within Boxing Australia itself and in the State and Territory Member Associations, and in the provision of effective services to boxers, coaches, referees and judges and the Boxing Australia Community as a whole.





Chief Executive & Performance Director

The Chief Executive & Performance Director is Boxing Australia's senior executive and high performance leader. The role's primary focus is directing the national High Performance program, with accountability for preparing Australia's boxers to qualify and compete successfully at the Los Angeles 2028 Olympic Games and for building the foundations for sustained success at Brisbane 2032.

Reporting to the Board and working closely with the High Performance Committee, the role leads the development and execution of the High Performance Strategy and directs the national technical, coaching, pathway, performance support and medical functions as an integrated, athlete-centred performance system. Working closely with key stakeholders including the Australian Institute of Sport (AIS), the National Institute Network (NIN) and State and Territory Associations, the role ensures high performance investment is targeted to the athletes and programs most likely to deliver international results.

The role also provides executive leadership of the organisation, ensuring that governance, financial management and stakeholder relationships support the High Performance program and Boxing Australia's broader Strategic Plan.

To be considered for this role, you will have proven success leading high-performance sport programs at national or international level, coupled with executive or general management experience encompassing organisational operations, people management, and financial oversight.

A dynamic and engaging leader, you will build strong relationships across a diverse stakeholder group, leading through influence, clarity and authenticity, while bringing resilience and confidence to decision-making. Whilst a background in boxing or combat sports is not required, you must be an ambassador for the sport, committed to delivering the Strategic Plan and building strong foundations for the long-term growth and success of boxing in Australia.

Help shape the next generation of Australian boxers while strengthening the capability, reputation and sustainability of Boxing Australia. This is a unique opportunity to combine your organisational and high performance leadership skills at a pivotal time, making a lasting impact on one of Australia's most historic Olympic sports.





Key Responsibilities

The role leads Boxing Australia's governance, financial management, people and stakeholder functions, with the primary focus on the High Performance Direction and Program Leadership, together with the athlete welfare and performance environment responsibilities that support it.

Organisational Leadership and Governance

- Lead the overall management of Boxing Australia, ensuring organisational systems, staffing and resources support the High Performance program, and work with the Board to shape, deliver and implement the strategic priorities.
- Provide the Board and relevant committees with timely reporting, insights and recommendations on organisational, financial and high-performance outcomes.
- Ensure effective systems for governance, compliance, integrity and safeguarding, with clear responsibilities and delegated authorities.
- Lead staff and organisational operations, fostering a culture of collaboration, inclusion, accountability and high performance.

High Performance Direction and Program Leadership

- Act as Boxing Australia's High Performance Director, accountable to the Board through the President, working closely with and reporting to the High Performance Committee on the performance and outcomes of the national High Performance program.
- Lead the development and execution of the High Performance Strategy, aligned with Boxing Australia's Strategic Plan, the LA 2028 Olympic qualification pathway and Brisbane 2032 objectives.
- Direct high-performance planning and resource allocation, translating strategic priorities into annual plans, targeted investment and measurable outcomes.
- Lead and support high-performance staff, setting clear expectations and integrating coaching, performance support and wellbeing through individual athlete performance objectives.
- Oversee athlete pathways, talent identification and the National Futures program, working with State and Territory Associations to strengthen progression to the national team and coaching capability.
- Ensure safe, athlete-centred daily training environments and effective performance monitoring, using evidence, benchmarking and campaign reviews to drive improvement.
- Report to the Board and High Performance Committee on progress against agreed performance objectives, program effectiveness and key risks, with recommendations for action.

Financial Management and Investment

- Lead budgeting, forecasting and investment planning across the organisation and High Performance program.
- Ensure government funding and grants are managed, acquitted and reported in accordance with funding agreements.
- Oversee funding submissions, grant applications, investment proposals and business cases.
- Establish and monitor reporting against agreed strategic, financial and performance objectives.
- Monitor expenditure, cash flow, and financial performance to support organisational sustainability.
- Ensure transparent and evidence-based investment and resource allocation aligned with agreed priorities and value for money.

Stakeholder and System Leadership

- Act as Boxing Australia's principal executive representative.
- Build and maintain productive relationships with member associations, government agencies and strategic partners, and lead commercial growth through sponsorship and partnership development.
- Lead negotiations and partnership agreements supporting athlete services, pathway development and coaching capability.
- Promote alignment between national priorities and State and Territory programs.
- Represent Boxing Australia in national and international forums.

Athlete Welfare, Integrity and Performance Environment

- Ensure robust systems for athlete welfare, safeguarding, integrity and medical governance.
- Promote an athlete-centred, culturally safe and inclusive performance environment.
- Oversee athlete support, wellbeing and case-management processes.
- Ensure selection and categorisation are transparent and evidence based.
- Maintain compliance with the National Integrity Framework and contemporary wellbeing standards.

Key Relationships

Reports to:

- President, Boxing Australia (on behalf of the Board)

Direct Reports:

- National Technical Director
- Performance Pathway Lead
- Operations Coordinator
- National Integrity Manager

Internal:

- Board of Directors
- Finance, Audit and Risk Committee
- High Performance Committee
- State and Territory Associations
- Athletes, coaches, staff and volunteers

External:

- Australian Sports Commission / Australian Institute of Sport
- World Boxing
- Australian Olympic Committee
- Commonwealth Games Australia
- National Institute Network
- Sponsors, commercial partners and government agencies

Hours of Work

This is a full time, two-year fixed-term appointment. Due to the nature of the role, regular evening and some weekend work will be required to attend meetings and manage events.

Location and Travel

The Boxing Australia office is located at the AIS in Canberra, ACT. Other locations may be considered for the right candidate.

Both domestic and international travel will be required on occasion to attend scheduled meetings and events (such as the LA 2028 Games).

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 decision making.

Website & Social Media

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

Website: **boxing.org.au**

Facebook: **facebook.com/BoxingAustraliaLimited**

Instagram: **instagram.com/boxingaustralia_official**

YouTube: **youtube.com/@BoxingAustralia**

LinkedIn: **linkedin.com/company/boxing-australia-limited**





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:

Leadership and Performance Capabilities:

- Performance leadership: the ability to set and hold high standards, make evidence-based selection and investment decisions, and hold coaches and support staff accountable for athlete outcomes.
- A clear understanding of what it takes to win at Olympic, World Championship and Commonwealth Games level, and the ability to build a performance culture to match.
- Strategic leadership and organisational planning capability.
- Strong stakeholder engagement skills with the ability to lead through influence, clarity and authenticity.
- Financial and commercial acumen.
- Excellent communication and relationship management skills.
- Sound judgement, resilience and emotional intelligence.
- Ability to lead multidisciplinary teams in complex environments.
- Composure in high-pressure environments.

Essential Experience:

- Proven success leading high-performance sport programs at national or international level.
- Executive or general management experience encompassing organisational operations, people leadership, and financial oversight.
- Demonstrated success leading multidisciplinary high-performance programs.
- Proven financial management capability, including government funding accountability.
- Experience reporting to and working with Boards.
- Experience managing relationships with government agencies and sporting organisations.
- Proven ability to build high-performing teams and cultures.

Essential Knowledge

- Strong understanding of the Australian high-performance sport system.
- Understanding of athlete development pathways and performance systems.
- Contemporary coaching, sports science and sports medicine practice, and how they are integrated in a daily training environment.
- Olympic qualification systems and the international competition calendar.
- Sound understanding of governance, risk management and organisational leadership.

Desirable Experience and Qualifications:

- Tertiary qualification in sport management, business, sports science or a related discipline.
- Knowledge of the Sport Governance Standards and National Integrity Framework.
- Experience in Olympic boxing or another combat sport.
- Commercial, sponsorship or partnership development experience.

Additional Requirements

- Current Working with Children Check or Vulnerable People Check (or ability to obtain).
- Current National Police Check (or ability to obtain).
- Current driver's licence.
- Ability to travel domestically and internationally.

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 this role are scheduled for early November 2026.

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

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:
Sunday 22 November, 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 responses 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 **+61 2 9555 5000** or via **admin@sportspeoplerecruitment.com**.

About Sportspeople Recruitment

The Chief Executive & Performance Director, Boxing Australia 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 Boxing Australia Ltd as the exclusive search partner for the Chief Executive & Performance Director position.

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.

BOXING AUSTRALIA

SPORTSPEOPLE RECRUITMENT


BOXING
AUSTRALIA
AIS
STING
NORTHCOAST