

Position Description

Title	Chief Executive Officer
Purpose	To lead the Netball Tasmania business and provide support and guidance to Netball Tasmania's Members and Affiliated Associations, in pursuit of Netball Tasmania's Strategic Goals.
Reports to	Netball Tasmania Board
Location	<ul style="list-style-type: none"> - State-wide role based in Hobart. - Travel statewide and interstate as required.
Hours	<ul style="list-style-type: none"> - Full time position. - 38 hours per week (base) - Additional hours as required - Evenings and weekends as required
Remuneration	<ul style="list-style-type: none"> - \$100K to \$110K - Superannuation as per SGC rate - \$25 fortnightly phone/technology allowance - Fully serviced vehicle
Duration	The contract period will commence on February 28 th , 2022 and conclude on December 31 st 2023.
Qualifications and Experience	<ul style="list-style-type: none"> - Experience in a business management position is essential. - Relevant tertiary qualification is desirable. - Knowledge of the game of Netball is advantageous.
Key Competencies	<ul style="list-style-type: none"> - Financial Management - Risk and Compliance Management - Strategy Development - Change Management - Commercial - Written and Verbal Communication - Stakeholder Management - People Leadership

Strategic Plan Summary	
Purpose	To lead the growth of Netball in Tasmania by promoting the sport, creating diverse and inclusive participation options, and fostering a lifelong connection to the game.
Vision	Netball in Tasmania delivers positive physical and cultural health benefits for all participants.
Values	<ul style="list-style-type: none"> - Ambition - Integrity - Collaboration
Behaviors	<ul style="list-style-type: none"> - We act with care for and in the best interest of the game. - We place our members at the centre of everything we do. - We seek solutions to overcome barriers to the growth of our game. - We value every opinion and encourage everyone to lead.
Strategic Pillars	<ul style="list-style-type: none"> - People and Culture - Growing the Game - On Court Excellence - Business Performance

Key Relationships	
Netball in Tasmania	<ul style="list-style-type: none"> - Netball Tasmania Board - Netball Tasmania Staff - Affiliated Associations - Tasmanian Netball League Licensed Clubs
Netball Australia	<ul style="list-style-type: none"> - President - Chief Executive Officer - Other State Netball CEO's - Netball Australia GM's and Commercial Working Group
Sponsors	<ul style="list-style-type: none"> - Netball Tasmania Sponsors - Netball Australia Sponsors
Government	<ul style="list-style-type: none"> - Minister for Sport and Recreation - Communities Sport and Recreation Tasmania - Tasmanian Institute of Sport - Events Tasmania (CFC Agreement) - Collingwood Football Club (through Events Tasmania Agreement)

Key Deliverables	
Business Performance	<ul style="list-style-type: none"> - Create and manage alignment in Strategy between Netball Tasmania and Netball Australia, and Netball Tasmania and its Affiliated Associations. - Ensure that appropriate Governance documentation is in place and reviewed regularly, including but not limited to the Constitution, By-Laws and Policies. - Ensure that Netball Tasmania’s Risk Management Plan is reviewed regularly, in conjunction with the Board, and that acceptable mitigants to key risks are implemented. - Develop and manage the Netball Tasmania Operating Budget, providing regular updates to the Finance Director and Board; and ensure that funding agreements and commercial partnerships are secured to deliver a financially sustainable future for the business and the sport. - Develop and manage a strong relationship with Communities, Sport and Recreation Tasmania and ensure that delivery of KPI’s in the funding agreement are being met. - Ensure that Netball Tasmania and Affiliated Association assets are maximised, and commercial opportunities are pursued, in order to further reduce dependency on membership and grant funding as traditional forms of revenue. - Explore opportunities for optimization of technology solutions for the benefit of the sport at all levels, and that data is being used to guide decision making. - Effectively manage key stakeholder relationships and ensure that Netball in Tasmania continues to be a priority for investment.
Growing the Game	<ul style="list-style-type: none"> - Ensure that the Netball Tasmania Brand is present, recognised, and well regarded within the Tasmanian Community and with key stakeholders including government. - Grow Netball Tasmania’s social media presence, reach and following. - Maximise opportunities to promote Netball in the Tasmanian community and ensure that it is delivered and well represented in schools.

	<ul style="list-style-type: none"> - Manage and expand the delivery of NetSetGO programs throughout Tasmanian associations, clubs, schools and community groups. - Ensure that the cost of participation does not become prohibitive, and that all opportunities are explored to secure revenue and grants to manage the cost for our participants. - Ensure that grassroots competitions are being delivered by Affiliated Associations state-wide; and that they are promoted, accessible, easy to register for, and provide flexible and diverse participation options. - Deliver Inclusion and Diversity programs to bring underrepresented communities into our game, and ensure that barriers to participation are recognised and mitigated. - Educate Affiliated Associations and participants to ensure that Netball Tasmania members understand the value of membership with the state body, and that they feel safe to share their ideas and views in relation to the growth and betterment of the sport. - Present Netball Tasmania at the forefront of conversations with various levels of government in relation to the maintenance of existing facilities, and the development of new facilities, to create greater participation capacity state-wide. - Facilitate programs and events to provide exposure to National level competition in order to grow “fandom” amongst the Netball community and work towards our participants becoming greater consumers of Netball at various levels.
<p>People and Culture</p>	<ul style="list-style-type: none"> - Work with the Netball Tasmania Board to ensure that the Board reviews its performance and undertakes skills matrix assessment annually. - Implement strategies to ensure that Netball in Tasmania is attracting and retaining high quality employees and volunteers. - Ensure that Netball employees and volunteers state-wide are being developed and that skills align to the achievement of strategic goals. - Ensure that the health and wellbeing of our employees and volunteers is monitored and that mechanisms are developed to ensure our people feel supported and valued.

	<ul style="list-style-type: none"> - Prioritise the safety of our participants, employees and volunteers through successful delivery of member protection initiatives and requirements. - Promote the rich history of Netball in Tasmania and deliver initiatives to recognise the contributions and achievements of our people.
<p>On Court Excellence</p>	<ul style="list-style-type: none"> - Deliver and manage mechanisms and resources state-wide to ensure that there is appropriate opportunity to identify talented athletes, coaches and umpires. - Ensure that on court programs are in place state-wide to provide additional/accelerated development opportunities for identified pathway athletes. - Implement and manage programs to attract, develop and retain coaches and umpires, including delivery of accreditation training. - Effectively manage the Tasmania Netball League, including maximization of commercial opportunities, and regular review to ensure the league is delivering it's intended outcomes. - Ensure entry of Tasmanian State teams into 15&U,17&U and 19&U National Championships, as well as the Australian Netball League, with a view to increased competitiveness and National identification of Tasmanian athletes. - Work with Netball Australia to ensure a fair, clear and genuine pathway for Tasmanian participants into elite/national standard competition. - Ensure that Netball Tasmania remains prepared, and at the forefront of discussion, for entry into an expanded SSN competition.