

NETBALL AUSTRALIA DIRECTOR POSITION DESCRIPTION

February 2025

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NETBALL AUSTRALIA BACKGROUND

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be the women's sport in Australia with eight out of ten Australian families having some involvement with netball - either through playing, volunteering, coaching or assisting in the administration of the sport.

Netball Australia (NA) is the national body for Netball in Australia and the organisation was founded in 1927 when the All Australia Women's Basket Ball Association was formed. In 1970, the name of the game was changed to "Netball" resulting in a change in name of the Organisation to the All Australia Netball Association (AANA). The AANA was incorporated as a public company limited by guarantee on 18 September 1986 and is governed by the Corporations Act 2001. "Netball Australia" was registered as a Business Name in 1993.

NA operates as a company under a constitution that are resolved by the NA State and Territory Organisations (Member Organisations).

The Board of Directors consists of three Elected Directors elected by the Member Organisations and up to six appointed Directors who may be appointed by the Directors. The Board independently elects the Chair of the Board.

The Board is accountable for the operation and management of NA, including long term business and financial planning.

As Australia's leading female sport, NA strives to deliver fair, safe, inclusive, respectful and supportive environments for all Australians. We believe that netball offers the enjoyment of participation, a sense of belonging and life-long involvement – no matter whether that's as a player, coach, official, administrator, volunteer or fan.

BOARD CULTURAL CHARTER

The Board is committed to developing and sustaining an inclusive, collaborative and high-performing Board Culture. Directors acknowledge that the way they conduct themselves in delivering NA's strategic outcomes sets the tone for all levels of the organisation and hold each other accountable for adhering to the key NA Director trademark behaviours of:

- Custodianship
- Humanity
- Diversity
- Goodwill
- Respect
- Collective Responsibility and

- Personal Responsibility

All Board members are required to sign the Board Code of Conduct annually.

DIRECTOR COMMITMENTS

NA Director Meetings

Between six to eight planned Board Meetings annually, held either face to face or via video conference facilities, with shorter monthly Board Meetings as required.

Two Member Forums annually

NA holds two Member Forums annually, generally held over a weekend, and all Directors are expected to attend.

Sub-Committees

The NA Board is supported by four (4) sub-committees – Audit & Risk Committee, Governance Committee, Nominations Committee and History & Traditions Committee, with all Directors expected to sit on a sub-committee.

Confident Girls Foundation

In March 2015, Netball Australia embraced its role as the nation's leading sport for females, recognising the unique opportunity to positively impact the lives of girls and women across the country.

This vision led to the creation of the Netball Foundation, with a mission to support women and girls in achieving their full potential by improving access to education, health, leadership, and personal growth.

By 2017, the Netball Foundation transitioned into the Confident Girls Foundation, an independent national ACNC approved Not-for-Profit focused on creating a world where every girl can dream big and thrive.

An NA Director sits on the Confident Girls Foundation Board.

Netball Events Pty Ltd

In 2027, Australia will host the 2027 Netball World Cup.

Netball Australia's subsidiary company, Netball Events Pty Ltd the responsible Local Organising Committee for the delivery of the World Netball event in 2027.

A number of NA Directors sit on the Netball Events Pty Ltd Board.

Event Attendance

Optional attendance at key NA events including but not limited to; Season Launch, SSN matches, Diamonds matches in Australia and other events, such as the Australian Netball Awards.

LEGAL PROTECTION FOR DIRECTORS

Constitution

Directors are currently indemnified through the following general indemnity clause provided at clause 42 of the company's Constitution.

Indemnity

The company indemnifies:

- its office-bearers and directors, and
- its employees and agents;

against any liability incurred in that capacity (other than to the company or a related body corporate), unless the liability arises out of conduct involving a lack of good faith.

Directors and Officers Liability Insurance

NA provides Directors with Directors and Officers Liability Insurance up to a maximum sum of \$20 million.

DIRECTOR POSITION DESCRIPTION

Board Responsibilities

The Board's key responsibilities include:

- The vision, behaviours, strategies and measurement systems are established, implementation tracked and reported on.
- The policies and terms of reference which govern the way we work are maintained and implemented, including the establishment and implementation of Board Committees.
- Organisational Risks and compliance obligations are identified, mitigated and monitored.
- That performance is monitored and responded to through the NA Chief Executive.
- Maintaining strong and effective relationships with key stakeholders.

Candidate Profile

All Directors must demonstrate:

a. Team Player / Collaboration

The ability to work as part of a team, and commit to acting with respect for management, peer Directors and relevant organisational and Board processes.

Demonstrated passion and time to make a genuine and active contribution to the Board.

b. Constructive Questioning / Probing

Preparedness to ask questions and challenge management and peer Directors in a constructive and appropriate way about key issues.

Ability to demonstrate sound judgement in assessing information and discerning appropriate responses.

c. Integrity / Ethics

A commitment to put NA's interests before any personal interests, act in a transparent manner and declare interests/activities or conduct that might be a potential conflict.

Always maintain Board confidentiality and understand and fulfil the duties and responsibilities of a Director.

d. Effective Listening and Communication

Ability to listen to, and constructively and appropriately debate, other people's viewpoints, develop and deliver clear and concise arguments and points of view.

e. Influence and Negotiations

Ability to negotiate outcomes and influence others, including an ability to gain stakeholder support for the Board's decisions.

f. Leadership

Range of leadership competencies including the ability to make and take responsibility for decisions and actions, set and reinforce appropriate Board and organisational culture and appropriately represent NA.

Acts in a manner consistent with a Director's role as custodian of the organisation and the game.

Governance and Industry Knowledge

Each Director also brings the following Governance and Industry knowledge and expertise to the Board:

a. Executive Management and Commercial Acumen (PRIORITISED)

Experience at an executive level including the ability to appoint and evaluate the performance of the CEO and senior managers, a broad range of commercial/business expertise including communications, business systems, practices and improvements.

b. Strategic Thinking (PRIORITISED)

Ability to think strategically and identify and critically assess strategic opportunities and threats and develop effective strategies in the context of the strategic objectives and priorities of NA.

c. Leading Change

Experience at overseeing major organisational and/or industry wide change.

d. Innovation Expertise

Understanding of current drivers of change and ability to influence innovation in the sport business arena.

e. Non-Executive Experience

Demonstrated competence and experience at Board level, formal training in directorship/governance.

f. Policy Framework Expertise

Ability to identify key issues and opportunities for NA and to define the policies and frameworks within which the organisation should operate.

g. Knowledge of Sport Industry (PRIORITISED)

Knowledge of and experience with the broad range of issues impacting the Australian and global sports industry in particular the netball industry and relevant matters pertaining to community participation, umpiring and coaching.

h. Profile, Reputation and Capacity to Influence (PRIORITISED)

High level reputation and networks in government, business and relevant sporting industry organisations and groups with experience in the netball industry essential.

i. Community and Stakeholder Engagement (PRIORITISED)

Understanding of and experience in federated stakeholder environments that enables effective engagement and communication with key stakeholders/audiences.

POSITIONS AVAILABLE

There are two available Director positions: an Appointed Director and an Elected Director.

It is expected applicants will demonstrate strong expertise in one or both of the following areas:

Position: Commercial (ESSENTIAL)

Complimentary/desirable skills: marketing/branding, digital/IT, broadcast/media, commercial negotiations

10+ years of experience in high level corporate or private sector management.

Demonstrated experience in strategic planning and ability to identify and critically assess strategic opportunities and threats and develop effective strategies in the context of the strategic objectives and priorities of Netball Australia.

Experience in broadcast and media especially an understanding of emerging trends involving new media and media rights valuations and negotiations. Demonstrated track record of success in broadcast and media.

High level reputation and networks in government, business and relevant sporting industry organisations and groups.

Significant senior level experience and demonstrated track record of success in brand, marketing, and communications.

Position: Sports Administration (ESSENTIAL)

Complementary Skill: operating models, major events, high performance, community netball development

10+ years of experience in sports administration.

Understanding of and demonstrated experience in sport federated stakeholder environments that enables effective engagement and communication with key stakeholders/audiences.

Deep knowledge of and demonstrated experience with the broad range of issues impacting the Australian and global sports industry in particular community participation, umpiring and coaching to high performance sport.

High level reputation and networks in relevant sporting industry organisations and groups with experience, or demonstrated high level understanding of the sports industry required.

NETBALL AUSTRALIA BOARD POLICIES

NA Directors must comply with the NA Board Code of Conduct, Governance Principles Policy, Delegation of Authority Policy, Director Entitlements Policy, Directors Travel Policy and agree to undertake their Director Duties according to the Board Cultural Charter.

All Directors are bound by NA's Netball Integrity Policy Framework, and associated policies, including without limitation NA's Competition Manipulation & Sports Wagering Policy for Elite Netball and probations on betting on any form of netball.

NA Directors must be able to demonstrate an understanding of appropriate behaviours when engaging with Children/Young People.

NA is committed to the safety and wellbeing of children and young people and has a zero tolerance towards any form of bullying, harassment, discrimination and abuse within the workplace.

To be successful in this role you must hold or be willing to obtain a Working with Children Check and a National Police Clearance.

HOW TO APPLY

Nominees will be required to complete and provide to NA the following:

1. A one-page cover letter
2. A resume detailing experience relevant to the criteria set out in the Director Position Description
3. Application Form
4. Consent to Act as Director
5. Return all the above via email to hr@netball.com.au

Nominations must be received by 5.00pm (AEDST) Friday 7 March 2025

FOR FURTHER INFORMATION

Please contact Stacey West | Netball Australia Chief Executive

Email: Stacey.west@netball.com.au
Phone: (03) 8621 8600