

# Preferred Directors Skills and Experience

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The Netball NSW Nominations Committee have recently completed and reviewed the skills of the existing Board, paying particular attention to the skills of the Directors coming to the end of their term.

As such, the Netball NSW Nominations Committee have highlighted the specified five (5) areas of expertise as those of greatest priority for 2020 Elected Directors of Netball NSW to ensure an appropriate skills balance and succession planning.

## 1. Digital Communications, Media, Marketing and Business Development

- a. A broad range of commercial/business experience in areas including sales, marketing, branding, customer service and business development, including proven success in increasing the perceived value of a product line or brand over time in the market and/or transforming customer experience; **or**
- b. Experience leading the implementation of digital and other media/communications strategies and/or operating an eCommerce business.

## 2. Management of People and Culture

The ability to oversee strategic human resource management planning and employee relations at the Board level, including safety and wellbeing; workforce and succession planning; organisational change; performance appraisal processes; Executive compensation/broad-based incentive planning and staff/stakeholder cultural engagement. This may include but not limited to relevant qualifications and/or experience as a senior HR professional, CEO or senior member of a Management team in a similar or larger sized organisation.

## 3. Technology, Digital and Data Expertise

- a. Knowledge and experience in the strategic use and governance of IT management and technology within an organisation, with preferable experience in delivering new product offerings; **or**
- b. Understanding of and experience with the rapidly changing nature and use of data and digital technologies and their impact on Netball NSW and the sporting industry.

## 4. Finance, Executive Management and Business Acumen

- a. Experience at an Executive and/or Board level of a similar or larger sized organisation including the proven ability to:
  - i. think strategically and identify and critically assess strategic opportunities and threats for Netball NSW; **and**
  - ii. appoint and evaluate the performance of the CEO and senior managers and a broad range of commercial/business expertise including business systems, practices and improvements; **or**
- b. Degree qualified in accounting, economics, finance or similar qualification with significant experience in a professional or corporate role. Ability to analyse key financial statements; critically assess financial viability and performance; contribute to strategic financial planning; oversee budgets and the efficient use of resources; and oversee funding arrangements and accountability.

## 5. Community Netball Knowledge and Experience

- a. Deep understanding of and experience in community netball by prior Executive or senior position at Club and/or Association level including:
  - i. Knowledge and understanding of Netball NSW pathways (for players, coaches, umpires and officials), competitions, facilities management and delivery of community netball; **and**
  - ii. Proven ability to personally influence and succeed with change management and/or succession planning within an Association environment.

Preferably the candidate will either reside or have a close connection to a regional area of New South Wales, but not essential.

For all candidates, knowledge of and/or connections with netball or other relevant sport experience preferred (but not essential).

For 2020 it should be noted that Board meetings are scheduled for (in most cases) Tuesday afternoons approximately every 6 weeks. Dates for conflict checking are available on request.

In addition, candidates should possess the following personal attributes:

- A commitment to the highest standards of governance and integrity;
- Well-developed strategic thinking capabilities and ability to contribute to the effective decision making of the Board;
- Excellent communication skills with a collaborative approach;
- Preparedness to ask questions and challenge management and peer Directors in a constructive and appropriate way about key issues;
- Capacity to leverage professional networks to promote and grow Netball NSW by creating opportunities for both financial and other support;
- 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; and
- Act in a manner consistent with a Director's role as custodian of the organisation and the game and appropriately represent Netball NSW.

Netball NSW embraces diversity and inclusion in the workplace. We encourage Aboriginal and Torres Strait Islander and people of all other cultural backgrounds and people with disabilities and other diversity characteristics to apply.

We also specifically seek interest from candidates from regional areas of New South Wales.

Yours faithfully,

Louise Sullivan  
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