

December 2021

Position Description

Position Title	General Manager Communities
Location	Netball Central, Sydney Olympic Park, NSW
Department	Community & Pathways
Reporting to	Executive General Manager Community & Pathways
Direct Reports	Policy & Support Manager Community Engagement Manager Participation Manager
Employment	Full Time

NETBALL NSW OVERVIEW

Netball NSW is a not-for-profit organisation and is governed by a Board of Directors and managed by professional staff. Netball NSW is the peak state sporting organisation responsible for the governance, development, promotion and administration of netball throughout New South Wales and is affiliated to Netball Australia.

Netball NSW provides the framework for approximately 115,000 registered members and over 150,000 total participants to enjoy netball at all levels throughout New South Wales. Our sport continues to grow both on and off the court and much of this success can be attributed to the wide range of programs, facilities and services Netball NSW offers to its members and participants - from the grassroots level through to the elite, professional level.

Netball NSW has a proud history of elite netball teams and athletes' performances in national and international competition. Over 300 athletes have proudly represented NSW in elite competition since the inception of the national netball league in 1997 and then the ANZ Championship. 2017 saw the introduction of the Suncorp Super Netball, the top Australian domestic competition which includes two Netball NSW elite teams, the NSW Swifts and GIANTS Netball.

GIANTS Netball

Suncorp Super Netball began a new chapter in Australian Netball history in 2017, and with it the introduction of GIANTS Netball.

Owned and operated by Netball NSW, in a strategic alliance with GWS GIANTS AFL, GIANTS Netball was formed on the basis of providing more opportunities for the 115,000 registered Members in NSW, including: to represent their State and club at Netball's highest domestic level; and provide opportunities for fans and members to watch the world's best netballers live in action.

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NSW Swifts

Suncorp Super Netball began a new chapter in Australian Netball history in 2017, and coincided with the next generation of NSW Swifts, with the 2017 playing roster boasting some of international netball's most promising players. The combined average age of the NSW Swifts playing group was just 23 years old; a far cry from some of the more experienced rosters they would be facing in the competition's first year.

Owned and operated by Netball NSW, in a strategic alliance with Sydney Swans AFL, NSW Swifts was formed on the basis of providing more opportunities for the 115,000 registered Members in NSW, including: to represent their State and club at Netball's highest domestic level; and provide opportunities for fans and members to watch the world's best netballers live in action.

Both GIANTS Netball and NSW Swifts remain committed to being strong role models for young netballers around NSW, Australia and the world, and for representing their teams to the best of their ability. The clubs strive to be a competitive force in every year of the league and be a top 4 team each and every season and compete for the SSN title.

Our Vision:

Netball is NSW's leading sport of choice and opportunity

Our Purpose:

Lead and support our Netball community to grow and thrive

Our Values & Behaviours:

- **WELCOMING:** We are an inclusive community for everyone.
- **ONE TEAM:** We respect and value each other.
- **BEST ALWAYS:** We aspire to excellence.
- **INTEGRITY:** We play fair and take ownership of our actions.
- **FUN:** We love what we do.

PURPOSE OF THE POSITION

Working closely with the Executive General Manager Community & Pathways, the General Manager Communities will manage and oversee key stakeholder relationships for Netball NSW including Affiliated Associations and both state and local governments.

The role provides leadership to the Community Department staff and activities across Associations, Participation Products (NetSetGO, Walking Netball, Fast5), Schools Engagement, Community Engagement and Member Protection playing a key role supporting the NNSW Board Governance Committee.

KEY RESPONSIBILITIES

Accountabilities	Overview of Tasks
Board and Council Governance	<ul style="list-style-type: none"> • Coordinate meetings and meeting papers for the Board Governance Sub Committee. • Manage the administration of Netball NSW AGM and Council meetings. • Liaise with, and manage stakeholder relationships in relevant forums and meetings.
Community Management	<ul style="list-style-type: none"> • Produce annual operational plan for the Community department with a focus on association development, recruitment and retention of membership and participation products, membership growth and satisfaction metrics. This includes evaluating the strategy for all participation products and identifying targets in areas of interest for each region. • Oversee the development and maintenance of relevant policies (including national policies and/or legislation), governance and membership database. • Oversee member issues and complaints, ensuring these are dealt with in a professional and timely manner. • Oversee the development and implementation of strategies and resources to assist Associations with improving their administrative elements and advocate best practice sporting administration in all facets of our community. • Drive the annual participation and Association engagement data analysis.
Strategy & Funding	<ul style="list-style-type: none"> • Foster stakeholder relationships and proactively identify opportunities that will grow funding across the organisation and the sport. • Actively investigate and applying for government and non-government grant and funding opportunities, coordinating the application, reporting and acquittal process for all existing and new grants.
Relationships	<ul style="list-style-type: none"> • Develop and maintain strong relationships with Netball Australia, Affiliated Netball NSW Associations, Clubs, external providers, schools and other key stakeholders to support the roll-out and growth of membership and netball participation products. • Identify, build, manage and maintain stakeholder relationships and liaise with Netball Australia, Office of Sport, SPRINTER, Department of Education, Department of Family and Communities, Multicultural NSW, local Councils, SEDA College and Commercial Businesses such as Indoor Sports Centers. • Work with the Facilities and Infrastructure Manager to develop strong relationships with both local council (both metropolitan & regional) and

Accountabilities	Overview of Tasks
	state governments, to find opportunities to enhance, upgrade and expand facilities which will lead to growth in membership and participation.
Staff Management, Leadership, Reporting and Other Matters	<ul style="list-style-type: none"> Abide by and promote Netball NSW and Netball Australia's policies and regulations. Motivate, manage, guide and mentor the Communities Department, working to develop and grow the overall team environment. Provide regular reporting to the CEO and Board. Actively participate as part of the Netball NSW Team and any other duties as requested by the CEO including attendance at Board Meetings and other forums and meetings.
General	<ul style="list-style-type: none"> Any other duties as requested by the Executive General Manager Community & Pathways and/or Chief Executive Officer.

SELECTION CRITERIA

Candidates for the position will require a range of personal and professional skills including:

Qualifications and experience	<ul style="list-style-type: none"> Minimum five (5) years relevant experience in a related field of employment with demonstrated project management skills. Degree qualification or other relevant tertiary qualifications. Interest in sport and an understanding of the dynamics within the environment of sport. Demonstrated experience in dealing with Board management, government relations and a sound understanding of governance principles. Demonstrated experience in development and implementation of policies and in the successful sourcing and management of external funding applications. A solid understanding of the process involved to manage complaints and/or deal with Member Protection issues Strong leadership skills and the ability to make difficult decisions An ability to motivate staff, drive results and deliver to expectations set and on budget. Excellent written, organisational, interpersonal and communications skills The ability to build strong relationships and influence at all levels and with key stakeholders Current drivers license and own vehicle.
Knowledge and skills	<ul style="list-style-type: none"> A person with a values-based approach who leads by example and carries this through in their leadership and management style, with the confidence to manage a skilled team of individuals. Uses initiative, is proactive and a great problem solver Able to prioritise competing demands and focus on complex issues simultaneously A self-motivator who can work independently but also collaborates well as part of a team A strong negotiator, great at managing relationships and with compelling interpersonal skills.

	<ul style="list-style-type: none"> • Able to motivate staff, drive results and deliver to expectations set and on budget.
Personal attributes	<ul style="list-style-type: none"> • Professional and proactive attitude. • Ability to work autonomously and within a team environment. • Prepared to travel, as required, and acknowledge that flexible work hours may be required on various occasions • Interpersonal / relationship skills • Problem solving • Customer focus • Work Health and Safety • Passionate and prepared to go above and beyond. • Commitment to Netball NSW Values.
Working With Children Check (WWCC)	In accordance with Child Protection legislation candidates will be required to provide a Working with Children Check (WWCC) clearance number for verification by Netball NSW prior to employment. Selection of the successful candidate will be based upon the results of child protection screening and relevant reference checks.

KEY PERFORMANCE INDICATORS

Key performance indicators will be determined and agreed annually with the Executive General Manager Community & Pathways.