

# Appendix A: 2022 Elected Director Preferred Directors Skills and Experience

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After the completion of the Netball NSW Board Expertise and Personal Attributes Self-Assessment and Peer Review, the Netball NSW Nominations Committee have reviewed the skills of the existing Board, paying particular attention to the skills of the Directors coming to the end of their term.

This review has highlighted the following areas of expertise as those of greatest priority for 2022 Elected Directors of Netball NSW. Pursuant to its Terms of Reference this is provided by the Nominations Committee to ensure an appropriate skills balance and succession planning to provide guidance for potential Board nominees and our voting membership but is not intended to be exhaustive.

Specifically, the Board is looking for Elected Directors in 2022 with expertise in any one or more of the following areas:

## 1. 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 management processes; CEO and Executive compensation/broad-based incentive planning and staff/stakeholder cultural engagement. Ability to serve as a coach and mentor within the board and Netball NSW as needed.

This may include but is 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.

## 2. Technology, Data and Digital Expertise

The knowledge, understanding of and experience in the rapidly changing nature and use of technology, data and digital platforms and their potential impact and benefit on Netball NSW and the wider sporting industry.

Experience and relevant qualifications in digital innovation, technology, data and analytics and utilising this information and market trends to identify and implement strategies that aid an organisation's ability to create and leverage new commercial opportunities and deliver new business models will be sought.

## 3. Brand, Marketing and Business Development

Experience and knowledge in one or more areas including brand awareness, marketing or 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, and driving product development and innovation.

This may include, but is not limited to, relevant qualifications and/or experience as a marketing professional with demonstrated ability to focus on customer insights, data, predictive analysis, and measuring return on marketing investment.

## General Guiding Principles for Board Roles

At Netball NSW we are committed to creating a diverse, equitable and inclusive environment which reflects the community we serve and to support our innovation and growth. We actively promote gender diversity in our workplace, the employment of Aboriginal and Torres Strait Islander peoples, and the employment of people with a disability. We welcome and encourage applications from all people regardless of age, gender, ethnicity, cultural background or sexual orientation that meet the criteria as documented in the Netball NSW Election and Voting Policy.

All candidates must have a genuine interest in, and a broad understanding of, Netball in Australia or the broader sporting industry, strong business acumen supported by demonstrable strategic aptitude, financial literacy, a sound understanding of good governance and well-developed communication skills.

In addition to the areas of expertise noted, involvement in either high-performance (particularly experience as an athlete, coach, umpire and/or official), pathways development or deep understanding of and experience at the community level within a Netball environment will also be highly regarded (but not essential).

## Board Requirements

As an Elected Director on the Netball NSW Board you will be expected to commit to attending Board meetings scheduled for (in most cases) Tuesday afternoons approximately every 6 weeks and two full strategic planning days annually.

Additionally, Directors are expected to contribute to Netball NSW's ongoing stakeholder engagement and to support our SSN Clubs and community at a variety of meetings, game day and other competitions and events.

Directors will also be appointed to one or more Board Committees which meet as required; being:

- Audit and Risk Committee;
- Commercial Opportunities Committee;
- Diversity and Inclusion Committee;
- Friends of Netball Committee;
- Governance Committee;
- People and Culture Committee; and
- Nominations Committee.

Dates for conflict checking are available on request.

## Personal Skills and Characteristics

In addition, candidates should possess the following:

- 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.

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

Yours faithfully,

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