



# NETBALL AUSTRALIA DIRECTOR POSITION DESCRIPTION

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# CONTENTS

## Organisation Overview

|                        |   |
|------------------------|---|
| Background             | 3 |
| Purpose and Vision     | 4 |
| Netball's Growth Focus | 4 |

## Position Description

|                                |   |
|--------------------------------|---|
| Board Responsibilities         | 5 |
| Board Cultural Charter         | 5 |
| Director Commitments           | 5 |
| Candidate Profile              | 7 |
| Board Policies                 | 8 |
| Legal Protection For Directors | 8 |
| Further Information            | 8 |

## Appendix

|  |   |
|--|---|
| Board Expertise And Personal Attributes Matrix | 9 |
|--|---|

# ORGANISATION OVERVIEW

## 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 from every 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.

NA was originally 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 the Netball Australia Limited Constitution.

The Board of Directors consists of six Elected Directors elected by the Member Organisations (MOs) and up to two appointed Directors who are appointed by the Elected Directors. The Board independently elects the Chair of the Board.

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

The Chief Executive Officer performs the role of Company Secretary for the company.

Netball is at a turning point in its evolution as a leading sport in Australia as it walks the line between its historic amateur status and the full professionalism of its elite athletes. While the sport continues to be supported by Sport Australia (formerly the Australian Sports Commission), Netball is poised to fully leverage its key commercial products of Suncorp Super Netball, Suncorp NetSetGO and the Australian Diamonds.

To ensure NA continues to deliver on its national strategic priorities, the organisation will focus upon growing the underlying business, while working to realise the untapped value in its asset portfolio.

## OUR PURPOSE

Netball empowers girls and women to shine, while enriching and connecting communities.

## OUR VISION

Australia's Leading Team Sport:

- Participation - #1
- 30% YOY growth in Broadcast
- Performance - #1 Women's Sports League in the World (Suncorp Super Netball); World Champions; Commonwealth Games Gold Medallists.

## NETBALL'S GROWTH FOCUS

NA is committed to delivering sustainable financial, social, community, participation and engagement outcomes across a complex federated structure with multiple stakeholders. To achieve this in the current operating environment, NA will focus upon the specific strategic areas of:

### **Leadership and Culture**

Thriving in a federated structure by creating a 'one team' culture and working together as a unified sport.

### **Customer, Data and Digital**

Customer insights that inform the creation and delivery of amazing experiences for the Netball Family supported by a contemporary digital network that engages an ever-growing Netball Nation.

### **Influence**

Contribute to the sport's strategy to broaden its influence and maintain strong relationships with government and commercial, sport and philanthropic industries.

### **Suncorp Super Netball**

Accelerating the growth of Netball's sport entertainment product.

### **Sport Business Model**

Creating a Netball system that embraces and supports all forms of participation and leverages efficiencies across the national network.

# DIRECTOR POSITION DESCRIPTION

## BOARD RESPONSIBILITIES

The Board's key responsibilities include:

- Establishment and oversight of the organisation's vision, behaviours, strategies and measurement systems.
- Maintenance and implementation of the policy framework through which the organisation operates, including the establishment and implementation of Board Committees.
- Identification, mitigation and monitoring of organisational risks.
- Monitoring performance and responding through the NA Chief Executive Officer.
- Maintenance of strong and effective relationships with key stakeholders.

## 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 agree to hold each other accountable for adhering to the key NA Director trademark behaviours of:

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

## DIRECTOR COMMITMENTS

The role of NA Director requires engagement and active participation across a range of scheduled meetings and events each year. In addition, Directors are expected to contribute to NA's ongoing stakeholder engagement and influencing strategy which may require additional travel and/or meetings.

### NA Director Meetings

Between six to eight planned Board Meetings annually, held either face to face or via video conference facilities.

#### NA Director Teleconferences

From time to time there may be a requirement for additional teleconferences.

#### NA Annual General Meeting

Generally held in April or May each year, it is an expectation that all NA Directors will attend. The AGM is usually scheduled alongside a NA Board Meeting and/or Member Forum.

#### Two Member Forums Annually

NA holds two Member Forums annually (April/May and November/December). Member Forums are attended by the MOs (President, Delegate and CEO), are run over two days (generally a weekend) and all Directors are expected to attend and participate.

The April/May Forum is generally held the same weekend as NA's AGM and the November/December Forum is often scheduled over the same weekend as the Australian Netball Awards.

#### Meetings with Member Organisation Boards

Face to face meetings with Member Organisation Boards are scheduled as required, and as such, Directors can expect to attend a minimum of two such meetings across any year. These meetings may be aligned with NA Board Meetings.

#### Board Committees and External Delegate Roles

The Board has four standing committees - Audit & Risk; Governance; Nominations; and History & Tradition. It is an expectation that a Director will be appointed to a minimum of one Board Committee and/or External Delegate Role.

#### Australian Netball Awards

It is an expectation that Directors will attend and fulfil any speaking or presentation duties allocated.

#### International Tests / Suncorp Super Netball matches / Australian Netball League Finals

It is an expectation that where available, Directors will attend and assist with hosting NA guests at any hospitality function as well as during games.

Other special functions or events as invited and available.

## CANDIDATE PROFILE

### Key Selection Criteria – Required and Prioritised Competencies

NA has a commitment to securing and maintaining a balanced and skilled Board to represent the interests of Netball, NA, its MOs and other key stakeholders. NA is also committed to providing contemporary, respected corporate governance and leadership to its membership.

NA is seeking suitably qualified individuals to fill two current Director vacancies.

Individuals who are recognised leaders and meet the Key Selection Criteria, with deep expertise in one or more of the following five areas will meet the eligibility requirements and are encouraged to apply.

Applicants must demonstrate their eligibility by meeting the Key Selection Criteria. Should a candidate's application fail to do so, the application will be deemed ineligible.

#### 1. Retail and Marketing

Significant knowledge of and expertise in “customer led” retail marketing strategy and implementation, especially as it relates to brand presence and data and digital.

#### 2. Profile, Reputation and Capacity to Influence

Highly respected reputation and networks in government, business and relevant sporting industry organisations and groups.

#### 3. Digital and Data

Demonstrated expertise with the rapidly changing nature and strategic use of data and digital technologies and their impact on NA and the broader sporting industry.

#### 4. Succession

The capacity and capability to progress into the role of Chair of the Board.

#### 5. Other

Deep expertise that in the opinion of the Nominations Committee would add significant value to the NA Board and Netball.

### Further Considerations

Netball Australia has a well-established Board Expertise and Personal Attributes Matrix (Appendix A) which guides the annual NA Director evaluation and annual Director Nomination Process. Eligible candidates will be evaluated against the Matrix and are expected to demonstrate experience and capability across the attributes.

## NETBALL AUSTRALIA BOARD POLICIES

NA Directors must comply with the Netball Australia 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 Member Protection Policy, Integrity in Netball Framework and associated rules. No Director is permitted to wager on netball.

NA is committed to the safety and well-being of children, has a zero tolerance towards violence within the workplace and recognises the rights of all Directors to be free from violence and gender-related discrimination.

## LEGAL PROTECTION FOR DIRECTORS

### Constitution

Directors are currently indemnified through a general indemnity clause provided at clause 42 of NA's Constitution:

### Indemnity

Subject to specific requirements, NA indemnifies:

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

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

### Directors and Officers Liability Insurance

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

## FOR FURTHER INFORMATION

Please contact:

Marne Fechner  
Netball Australia Chief Executive  
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## APPENDIX A - BOARD EXPERTISE AND PERSONAL ATTRIBUTES MATRIX

### PART A

| <b>GOVERNANCE</b>                        |   |
|--|---|
| Executive Management, Commercial Acumen  | 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. |
| Non-Executive Experience                 | Demonstrated competence and experience at Board level, formal training in directorship/governance.  |
| Strategic Thinking                       | 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.   |
| Financial Expertise                      | Understanding and experience with funding and cash flows, financial statements, investment decisions etc.   |
| Leading Change                           | Experience at overseeing major organisational change.   |
| Risk Management and Compliance Oversight | Ability to identify risks to the organisation in a wide range of areas including legal and regulatory compliance, and monitor risk and compliance management frameworks and systems.  |
| Legal Expertise                          | Knowledge and experience in legal matters such as legal agreements with stakeholders, HR law, deal structuring.   |
| Human Resource Experience                | Experience and the ability to oversee strategic human resource management planning and employee relations.  |
| Innovation Expertise                     | Understanding of current drivers of change and innovation in the sport business arena.<br>Ability to develop innovative approaches and solutions in response to problems, market demand and opportunities.  |
| Technology Expertise                     | Knowledge and experience in the strategic use and governance of IT management and technology within an organisation.  |
| 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.   |

PART A

| <b>INDUSTRY</b>                               |   |
|---|---|
| Knowledge of Sport Industry                   | Knowledge of and experience with the broad range of issues impacting the Australian and global sports industry.   |
| Profile, Reputation and Capacity to Influence | High level reputation and networks in government, business and relevant sporting industry organisations and groups.   |
| Community and Stakeholder Engagement          | Understanding of and experience in federated stakeholder environments that enables effective engagement and communication with key stakeholders/audiences.  |
| Retail and Marketing                          | Knowledge of and experience in marketing of sport through various media.  |
| Broadcast and Media                           | Ability and experience in broadcast and media especially an understanding of emerging trends involving new media.   |
| Digital and Data                              | Understanding of and experience with the rapidly changing nature and use of data and digital technologies and their impact on NA and the sporting industry. |

PART B

| <b>PERSONAL ATTRIBUTES</b>            |   |
|---------------------------------------|---|
| Team Player / Collaboration           | <p>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.</p> <p>Demonstrated passion and time to make a genuine and active contribution to the Board.</p>  |
| Constructive Questioning / Probing    | <p>Preparedness to ask questions and challenge management and peer Directors in a constructive and appropriate way about key issues.</p> <p>Ability to demonstrate sound judgement in assessing information and discerning appropriate responses.</p>   |
| Integrity / Ethics                    | <p>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.</p> <p>Always maintain Board confidentiality and understand and fulfil the duties and responsibilities of a Director.</p>  |
| Effective Listening and Communication | <p>Ability to listen to, and constructively and appropriately debate other people's viewpoints, develop and deliver clear and concise arguments and points of view.</p>   |
| Influence and Negotiation             | <p>Ability to negotiate outcomes and influence others to agree with those outcomes, including an ability to gain stakeholder support for the Board's decisions.</p>   |
| Leadership                            | <p>Within the context of NA's purpose and growth priorities, demonstrate through actions the ability to live the values and reinforce the culture of NA, engage with stakeholders, take initiative and be accountable for shared and individual Board responsibilities.</p> <p>Act in a manner consistent with a Director's role as custodian of the organisation and the game.</p> |