

- Gold medal winning Olympic sport
- Deliver the vision of One Sailing

ABOUT AUSTRALIAN SAILING

Sailing is one of Australia's favourite pastimes and a leading high performance sport.

Australian Sailing is the national governing body to advance, promote, administer and grow the sport of sailing and is committed to:

Advance the sport of sailing in Australian and international communities in all its forms, and across all levels of participation. By providing leadership to the Clubs and Classes, through the provision of relevant services and support and in the development of high performance practices, Australian Sailing is committed to building the capability and capacity of sailing to be a successful and leading sport in Australia.

Australian Sailing represents the interests of the sport as a member of World Sailing, Australian Olympic Committee and Australian Paralympic Committee. Through advocacy and partnerships with government and industry, Australian Sailing works to achieve support for programs and facilities for the benefit of the sport, using the tag line - "Many Passions, One Love of Sailing".

Vision - for Sailing is to be an iconic Australian endeavour that is welcoming, sociable and exciting.

Purpose - "through our clubs and volunteers, we will grow, advance and advocate sailing as a sport and recreational activity. We (the sailing community) strive to deliver dynamic, time efficient and exciting activities. We are committed to leveraging technology to ensure sailing is a contemporary, inclusive and competitive sport that engages many Australians."

Australian Sailing's strategy is purposefully Club-centric and is based on five key strategies:

1. Build Sailing's Profile;
2. Growing Participation
3. Ensuring Sailing's Sustainability
4. Maintaining High Performance
5. Enhancing our People, Structure and Culture

In recent times Australian Sailing undertook the most important governance and management reforms in the sports' history creating a national governance structure with a single management team responsible to the Australian

- National leadership position
- Sydney based

Sailing Board to deliver national strategies and plans to significantly grow sailing in Australia. The project was called One Sailing.

The reforms are having far reaching and lasting impacts on the growth and sustainability of sailing in Australia, ensuring Australian Sailing is positioned to support its approximately 360 Clubs, over 80,000 registered members and 270,000 participants.

The CEO of Australian Sailing leads a truly national organisation with a total of 70 staff based in offices in each State and Territory, with the head office in Sydney.

CHIEF EXECUTIVE OFFICER

The CEO is responsible to the President and Board to lead the national management team with vision and enthusiasm, building on the One Sailing legacy to deliver on the five strategic imperatives. This leadership extends to the Presidents and Boards of the State and Territory Associations, important stakeholders in delivering the vision of One Sailing.

With the President and Board, the CEO directs the determination of strategies and policies that will build on the national operating model so as to deliver improved services to the clubs and classes, increased participation, strong talent pathways and significantly improved commercial revenue.

As the senior executive, the CEO is required to represent sailing at the highest levels including World Sailing, Government, commercial partners and member clubs; being able to articulate the strategic aims and business direction of the organisation with confidence and integrity.

The role requires developing and maintaining strong and effective relationships with the Sport Australia, Australian Olympic Committee and World Sailing, critical to ensuring Australian Sailing's best interests are served through grants, policy, representation and positive advocacy. As CEO you will have a key role in the leadership of the high-performance programs ensuring the strategic objectives of Australian Sailing and its funding partners are met.

To be considered for this role you will need to be a dynamic and collaborative leader, with the ability to engage and develop lasting, positive relationships with a range of stakeholders including commercial partners and members.

CHIEF EXECUTIVE OFFICER (Continued...)

You will need to demonstrate a successful track record in managing like-sized businesses, significant projects, budgets and resources, delivering against strategic objectives and driving business development.

Your commercial acumen will be matched by your sound judgment, creative decision making capability, and the capacity to negotiate the best possible outcomes for the achievement of strategic objectives whilst able to win support and engagement of stakeholders.

You will have exposure to and an understanding of world's best practice in delivering high performance sport outcomes and a detailed understanding of the factors affecting sailing's competitiveness in the sporting industry. Knowledge of the machinery of Government (Commonwealth and State), in relation to sport, and the ability to translate this into strategic advice to the Board for effective planning will be highly regarded.

Candidates with a sailing background, including either administration, competition, development, coaching and/or sport performance, will be highly regarded.

This is a unique opportunity to take the helm of one of Australia's most successful National Sporting Organisations. If you have what it takes to lead this gold medal winning Olympic sport into the next era of success, we'd like to hear from you.

KEY ACCOUNTABILITIES

The CEO will be accountable for the following:

- Provide direction and leadership to the senior management team and all employees with clear strategic and operational objectives.
- Lead and execute, through the senior management team, the day to day activities in line with the annual budget and business plan.
- Promote Australian Sailing both at a national and international basis, by leveraging and continuously building a network of relationships.
- Provide reports to the Board on the progress in delivering the Towards 2020 Strategic Plan, the annual Business Plan and on all major issues and developments affecting the organisation.
- Ensure an efficient management and organisational structure at all times, develop this in line with the changing needs of the organisation and ensure any required changes are effectively communicated.
- Produce, in conjunction with the Chief Financial Officer, the annual Business Plan and Budget, ensuring alignment with the Strategic Plan (operational budget size circa \$17million).
- Set the objectives, plans and budgets with each senior management team member and allocate resources for the achievement of those objectives in line with the approved plan and budget.
- Develop and execute strategies to improve revenues from the established sources to deliver the Strategic Plan and identify new revenue opportunities in partnership with commercial partners that may deliver significant additional revenues.
- Identify and implement initiatives to maximise the financial performance.
- Maintain regular contact with the Presidents and Boards of the Member State & Territory Associations, as well as the senior management of Sport Australia, Australian Institute of Sport and Australian Olympic Committee.
- Ensure that the President and other Board members (as required) are fully informed of any issues that may have significant effect on the organisation's operations, position or reputation.
- Act as one of the principal media spokespeople for all matters, together with the President.
- Provide direction to the Performance Program through the Performance Director to ensure the ongoing success of the Australian Sailing Team and supporting programs, delivering on agreed KPIs and Olympic medal outcomes.
- In conjunction with the Head of Commercial & Communication ensure effective and efficient internal communication for all employees, Directors and State & Territory Boards.
- Create a high-performing culture, effectively managing direct reports and ensuring resources are appropriately allocated. The CEO is expected to hold the senior management team to account and support and develop them as managers, setting KPI's that enables them to build on their strengths and addresses their areas for further development. The CEO will be responsible for management appraisals at least annually.
- Establish systems to identify and manage risks within the framework of the Risk Management Policy endorsed by the Board.
- Facilitate the relocation of the National Office from St Leonards to new local premises (late 2019).

KEY RELATIONSHIPS

Reports to: Australian Sailing President and Board

Direct Reports:

- General Manager Club Services & Operations
- Performance Director (Australian Sailing Team)
- Chief Financial Officer
- Head of Programs, Education and Services
- Head of Commercial & Communications
- Head of Safety and Regional Manager
- Executive Support / Office Manager
- Corporate Services Officer

Key External Relationships:

- World Sailing
- Sport Australia
- Australian Olympic Committee
- Australian Maritime Safety Authority (AMSA)
- State Government Departments of Sport & Recreation
- Maritime Authorities
- Industry bodies
- Oceania Sailing Federation
- Commercial partners and sponsors

Internal Relationships - Australian Sailing:

- President and Board
- Senior Management Team
- Committees including:
 - Audit and Risk
 - Strategic Advisory
 - High Performance Advisory

Internal Relationships - Sailing Stakeholders:

- State and Territory Associations
- Clubs and Classes
- Training Centres
- Industry Associations

SELECTION CRITERIA

In addition to demonstrating **relevant experiences across the core functional areas of responsibility identified in this Position Overview**, candidates applying for the CEO role will require a range of personal and professional skills, including:

- Tertiary qualifications in business/management (or a related field) are highly desirable.
- Confident and articulate communicator with a range of stakeholders.
- Demonstrated ability to influence and negotiate effectively to achieve strategic objectives.

- Leadership skills and demonstrated ability to develop and implement strategy in the context of:
 - Dealing with complexity and continuous adaptive change;
 - Managing diverse groups of people;
 - Financial resource management;
 - Risk management;
 - High level strategic planning and implementation;
 - Managing a diverse group of stakeholders including at senior government, corporate level and sponsors; and
 - Research and analysis.
- Extensive experience in managing significant projects, budgets and resources and achievement of stated organisational objectives.
- Proven experience and success in a commercial environment at an executive level with evidence of sound commercial and marketing judgment and decision making capability.
- Proven success at delivering against strategic objectives and driving business development and/or commercial growth.
- Experienced in effective negotiation with sponsors, broadcasters and other commercial entities, and in developing and maintaining strong relationships with strategic business partners and key stakeholders.
- Experiences in managing and/or delivering high performance sport outcomes.
- Candidates with a sailing background, including either administration, competition, development, coaching and/or sport performance, will be highly regarded.

HOURS OF WORK

This is a full time position. Due to the nature of the role and the sport industry, some after-hours work including evenings and weekends will be required. The CEO will also be expected to attend Board Meetings, various sub-committee meetings, designated competitions, events and functions throughout the year.

LOCATION AND TRAVEL

The CEO is expected to work full-time from the Australian Sailing head office, which is currently located in St Leonards, Sydney (relocating to new local premises in late 2019).

The nature of the position will require some domestic and international travel from time to time to attend scheduled meetings and events.

CHIEF EXECUTIVE OFFICER - AUSTRALIAN SAILING



REMUNERATION GUIDE

An attractive and competitive executive level remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople to discuss salary before applying if that will be helpful in your decision making.

WEBSITE AND SOCIAL MEDIA

Australian Sailing has a comprehensive website that includes information and news items on all facets of its activities, services and programs.

The website is: sailing.org.au

Facebook: facebook.com/AustSail

Twitter: twitter.com/AustSail

Instagram: instagram.com/AustSail

TIMELINES

Final interviews and the appointment of the CEO Australian Sailing are scheduled for March, 2019. The successful candidate would be expected to commence duties as soon as possible.

The Sportspeople Recruitment Application Form contains specific questions regarding your availability.

PLEASE APPLY NOW TO AVOID MISSING OUT!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately. **If you are intending to apply, please do so now** to avoid missing out on this opportunity.

Preferred Format: Candidates must complete and submit the **Sportspeople Recruitment Application Form** at the time of applying. The Form is available as a download at the Sportspeople Jobs Market listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

APPLY TO

Your application should be sent electronically to jobs@peoplerecruitmentgroup.com with the subject identifier of the email to be formatted as follows:

190123-01 CEO Australian Sailing <<Your Name>>

Please note you must be an Australian or New Zealand citizen or permanent resident or have unlimited working rights in Australia to apply for this position.

ENQUIRIES

The Chief Executive Officer, Australian Sailing recruitment assignment is being managed exclusively by **Sportspeople Recruitment**.

In the first instance general enquiries should be directed to Robert McMurtrie on 0413 838 464, FREECALL AU 1800 634 388 or +61 2 9555 5000.

Sportspeople Recruitment is a specialist division of People Recruitment Group.