

## Casual Vacancy for Elected Director with High Performance Sport Experience



Skate Australia is the national sporting organisation responsible for management, coordination, development and promotion of skate sports in Australia. Together with its state associations, it collaborates with a network of stakeholders including Sport Australia, the Australian Institute of Sport (AIS), the National Institute Network (NIN), the Australian Olympic Committee (AOC), clubs and community members to enhance participation and competitive success in skate sports.

Skate Australia is a multi-sport organisation, bringing together the diverse and active sports of artistic skating, inline downhill, inline freestyle, inline hockey, inline speed, rink hockey, roller derby, roller freestyle, skateboarding - downhill and street luge, vert and the Olympic disciplines of park and street skateboarding.

<p>Core Purpose</p>	<p>The Board is responsible for the governance of Skate Australia and its strategic development and growth. Key functions are delegated to Board Committees and the Executive Director, however, the Board has final responsibility for the governance of the organisation.</p> <p>In doing so, it strives to achieve best practice governance standards, guided by the AICD Not for profit governance principles and the Sport Australia Sport Governance Principles and Standards.</p>
<p>Key Responsibilities</p>	<p>Within the overall responsibility for the effective governance and oversight of Skate Australia, Directors key responsibility areas are:</p> <p><b>Financial and Operational Performance</b></p> <ul style="list-style-type: none"> <li>• Ask questions and challenge management and peer directors on decisions and activities in a constructive, values driven manner</li> <li>• Analyse key financial statements</li> <li>• Critically assess financial viability and performance</li> <li>• Contribute to financial planning, oversee budgets and the efficient use of resources</li> <li>• Oversee government and commercial funding arrangements and accountability</li> </ul> <p><b>Strategy</b></p> <ul style="list-style-type: none"> <li>• Identify and critically assess strategic opportunities and risks/threats for Skate Australia, skate sports and skating</li> <li>• Input into the development of effective strategies to support the long term vision for skating in Australia</li> <li>• Input into the determination of the strategic use of</li> </ul>

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	<p>information management and information technology</p> <ul style="list-style-type: none"><li>• Engage and communicate with stakeholders across skating and the broader sport community</li><li>• Oversee and guide organisational change</li></ul> <p><b>CEO performance and development</b></p> <ul style="list-style-type: none"><li>• Appoint and monitor the performance of CEO in meeting agreed goals and objectives</li><li>• Determine CEO development needs and opportunities</li><li>• Determine CEO remuneration</li></ul> <p><b>Compliance and risk assessment</b></p> <ul style="list-style-type: none"><li>• Oversight of the development of appropriate policies within which the organisation should operate</li><li>• Ensure compliance with relevant legislation, regulation and legal obligations</li><li>• Identify key risks to the organisation across a range of areas, including operational, financial, legal and regulatory responsibilities</li><li>• Oversight of the development of strategies to mitigate risks</li><li>• Monitor risk and compliance management frameworks and systems</li><li>• To act ethically as a Director of Skate Australia in the best interest of the organisation.</li></ul> <p><b>Brand and reputation management</b></p> <ul style="list-style-type: none"><li>• Ensure the Skate Australia brand is promoted</li><li>• Ensure any potential damage to the brand is managed appropriately</li></ul>
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### Skills, Knowledge & Experience

The Board is responsible for ensuring that it has a diverse range of skills, knowledge and experience to govern the organisation effectively.

#### **Essential skills and experience**

Applicants are expected to have a sound understanding of the duties of a Director. This may be demonstrated via:

- Prior Director experience; and
- Education and training:
  - Completion of Sport Australia's *The Start Line* online governance course. This is a free online course that takes 2 hours to complete:  
<https://www.sportaus.gov.au/governance/education>

Applicants are also required to have a general level of skills and experience in the five areas outlined above:

- Financial and operational performance assessment
- Strategy
- CEO performance management and development
- Compliance and risk assessment
- Brand and reputation management.

#### **Technical/specialist skills and experience**

In addition to the above core competencies and to complement the existing skills and experience of the Skate Australia Board, applicants will have well developed technical and specialist skills in:

##### **High Performance Sport**

- Experience in the design and implementation of high performance programs.
- The Director will be an integral member of the Skateboarding High Performance Committee.

Experience in any of the following areas will also be highly regarded:

##### **Government Relations and Advocacy**

- Experience in government relations, stakeholder management, advocacy or political advisory.
- Ability to leverage a wide network and relationship to secure outcomes.

##### **Commercial partnerships and/or sponsorships**

- Knowledge and experience sourcing and or managing commercial partnerships and sponsorship agreements.

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### **Applied Technology**

- Knowledge and experience in the application of technology for learning & development, data collection, bespoke cloud based platforms, digital media or sport technology (wearables, equipment, analysis etc)
- Experience in developing technology strategy and assessing technology investments.
- Ability to spark conversations on how tech trends can enhance services, achieve strategic objectives and reduce costs.

### **Consumer Insights and Behaviour**

- Knowledge and experience in consumer advocacy and/or consumer engagement.
- Experience in collecting and analysing consumer data and developing narratives to support business objectives

### **Digital and Social Marketing**

- Knowledge of and experience in generating and utilising digital assets to generate awareness, market products and services and build communities.
- Knowledge and experience in digital communications in member/customer focused environments.
- Experience in developing marketing, communications and engagement strategies

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<p>Personal competencies and attributes</p>	<p><b>COMPETENCIES</b></p> <ul style="list-style-type: none"> <li>• Collaboration</li> <li>• Communication</li> <li>• Influencing</li> <li>• Planning</li> <li>• Decision making</li> </ul> <p><b>ATTRIBUTES</b></p> <p><b>Integrity</b> Meeting fiduciary duties and responsibilities, acting ethically, having appropriate independence, putting Skate Australia's interests before personal interests.</p> <p><b>Emotional intelligence</b> As well as self-awareness and self-management, the Chair needs to be able to motivate and empathetically manage robust discussions</p> <p><b>Engaged commitment</b> A willing participant with a genuine interest in physical activity and sport.</p>
<p>Sport &amp; recreation industry experience</p>	<p>Whilst not essential, it is highly desirable for Directors to have:</p> <ul style="list-style-type: none"> <li>• An understanding of the Australian sport environment and the role and contribution of a National Sporting Organisation</li> <li>• An understanding of membership organisations and the expectations of members, participants, volunteers and clubs</li> </ul>
<p>Child safeguarding</p>	<ul style="list-style-type: none"> <li>• Skate Australia is committed to protecting children and young people from harm. We require all employees and volunteers to undergo an extensive screening process prior to appointment.</li> <li>• Employees and volunteers must at all times comply with the Skate Australia National Integrity Framework and with all relevant State/Territory child protection legislation and requirements, including obtaining and maintaining all required clearance certificates and declarations</li> <li>• All employees and volunteers are required to obtain and provide evidence of a current Working with Children's Check.</li> </ul>

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<p>Term of appointment</p>	<p>To fill a casual vacancy through to the 2022 Annual General Meeting in October.</p> <p>The position will then be subject to election by the Members, with the strong endorsement from the Skate Australia Board that the successful individual be prioritised for election.</p>
<p>Meetings and expenses</p>	<p>The Skate Australia Board meets eight times per annum, generally six times via technology and twice in person.</p> <p>Board members may be expected to serve on an assigned Board Committee.</p> <p>The role is unpaid. While the majority of communication is online, associated expenses for the Director to attend in person meetings if required will be met by Skate Australia.</p>