



**NETBALL
NORTHERN**
Integrity, Unity, Loyalty, Excellence



About Netball Northern Zone

Netball Northern Zone is one of the five regional sports organizations for Netball in New Zealand. The Northern Zone is the umbrella of upper North Island Netball Centres, including 17 centres and four satellite playing venues from Mangonui to Waiuku. The Zone supports more than 33% of the national netball population, which equates to 48,016 participants.

The role of the Northern Zone is, to support, educate and deliver Netball New Zealand's national strategies and is a link in the netball delivery chain providing services to netball centres, as well as the wider community (i.e. schools and clubs).

Netball Northern Zone is also home to the ANZ Premiership team the SKYCITY Northern Mystics franchise.

Chief Executive Officer

Reporting to the Chairperson and Board, the Chief Executive Officer (CEO) is responsible for developing and implementing the Netball Northern Zone strategic plan and for providing an environment that encourages participation, creates meaningful competition and champions improvement at all levels and in all areas of Netball in New Zealand. The CEO is also responsible for the Northern Mystics franchise team delivery.

In order to fulfil this purpose, the CEO must ensure the Zone is financially secure and has clear management and governance policies.

The CEO must provide high quality leadership in support of the Board and the staff to ensure that the Zone is an efficient and effective body that meets appropriate best practice standards as a highly-respected community based regional sport organisation.

To be considered for this role you will need to be a dynamic and collaborative leader, with the ability to engage and enhance lasting, positive relationships with a complex mix of external stakeholders at National, Regional and grass-roots level including commercial partners, members and volunteers.

You must be able to demonstrate a successful track record in managing a diverse portfolio (geographically or functionally), budgets and resources to deliver against strategic objectives. You will have a proven track record of driving business development including securing and managing commercial and/or sponsorship contracts and developing stable and diverse revenue streams.

Your commercial acumen will be matched by your resilience, sound judgment, creative decision making capability, flexible and decisive work-style along with high-level negotiation, presentation and business skills. A thorough knowledge and appreciation of netball or a background in sport administration would be an advantage but not a necessity, however you must have a passion for women in sport and an empathy for community sport development.

This is a unique sport-business management opportunity spanning from grass-roots development through to the professional league with one of New Zealand's most popular and high-profile sports.

Chief Executive Officer

Key Responsibilities

The Zone CEO will be expected to manage and oversee the delivery of the following key duties:

Leadership and Stakeholder Management

- Provide strong, effective leadership, vision, direction and oversight of all Zone programmes by uniting and motivating Zone staff, stakeholder groups, volunteers, Centres and the Netball community throughout the Zone
- Ensure the development and adoption of the Zone's vision, culture and strategy are owned by key stakeholders
- Assume the overall responsibility for the management of the day to day operations of the Zone, driving and developing the business in line with the strategic direction
- Build the Zones reputation as a first-class service organisation, driving and developing a service culture across the organisation as whole
- Ensure the optimal development and promotion of all Zone activities, services and programmes while building the profile of the Zone through strong brand communication and robust marketing alliances
- Provide effective and active representation of the Zone at all levels from grassroots to professional netball
- Develop and enhance relationships with the Zone stakeholders to further develop the Zone into a netball entity of the future

Strategy and Planning

- Partner with NNZ on the development of the "Whole of Netball" plan
- Lead the development and implementation of the Zone's Strategic Plan with particular focus on alignment to NNZ's "Whole of Netball" strategic plan
- Planning and policy - initiate, develop, contribute to and implement whole of business strategy, policies and practices

Pathway

- Winning teams - provide the foundation for Zone teams to perform to the best of their ability. Ensure strategies and practices are in place to provide the optimum performance of Zone teams in all competitions
- Grow the game - maintain netball as the first choice sport for girls and women in New Zealand. Implement strategies and practices to grow the participation base and provide pathways for players, coaches, umpires, officials and administrators of all ages, genders and cultures throughout the Zone.
- Through innovation, continue to strengthen the appeal of the game of netball and its appeal to players, officials and spectators
- Work closely with NNZ to ensure the alignment of Zone and National programmes

Key Responsibilities (Continued)

Financial Management

- Establish a culture of accountability and innovative thinking to gain maximum return on Investment
- Develop stable and diverse revenue streams that underpin the delivery of the Zone's programs, services and activities to ensure the Zone is always in a sound financial position with prudent management of expenditure and clear strategies for deriving appropriate income
- In conjunction with the Board, manage the Zone's operations in a transparent, efficient and profitable way and ensure the Board are kept apprised of all pertinent financial information and that clear, concise reporting is available at all times

People Leadership

- Recruit, train, develop and lead a team capable of leading the Zone into the future
- Maintain and model a strong people focus in all dealings with internal and external personnel
- Set up and monitor succession planning within the Zone
- Lead and develop all direct reports and set objectives, goals and develop plans that contribute to achievement of the Zone's strategic plan
- Coach and support all personnel within the Zone to enhance and develop their leadership ability
- Ensure human resource policies and practices are maintained with accordance with appropriate standards that will in turn ensure the Zone is a 'good employer' as defined by law

Key Relationships

Reports to: Chairperson and Board

Direct Reports:

- High Performance Manager
- Operations Manager and SKYCITY Mystics Events Manager
- Communications, Marketing and Events Manager
- Community Netball Manager
- Administration and Accounts Manager
- Northern Mystics Coach

Key External Relationships:

- Netball New Zealand
- Centre based staff and/or volunteers
- Clubs/schools
- Regional Sports Trusts (RSTs)
- Funders
- Sponsors
- New Zealand Press Association (NZPA)
- Other Zone CEOs and Boards

Internal Relationships:

- Zone Management Team
- Zone Board
- Other Zone staff
- Zone volunteers and contractors

Committees / Groups:

- Zone CEO forums
- Facilities and Council entities
- Regional Sport organisations

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:

- Proven general management skills gained from either a GM/CEO role or a senior management position of a large organisation
- Proven business or commercial experience and strategic agility
- Proven communication, public speaking and negotiation skills
- Proven leadership and people management experience
- Demonstrated ability to lead and manage a geographically diverse area
- Tertiary qualifications in business/management (or a related field) are highly desirable

Specialist Knowledge and Experience

- Proven leadership experience over a diverse portfolio whether geographically or functionally
- Proven management experience including planning, operational management, budgeting and managing a team
- Experience in developing and successfully implementing strategies and plans
- Strong relationship management skills and the ability to work with a diverse range of stakeholders by sharing relevant information and identifying and dealing with issues effectively
- Knowledge of the sporting not-for-profit sector and/or national sporting organisation management and/or the Regional Sports Trusts network
- Ability to make sense of financial information easily and use it to support decision making processes

Leadership and Strategic Ability

- Experience of leading an organisation including developing and communicating vision and strategies, gaining buy-in from a wide range of stakeholders and inspiring people to achieve results
- Is widely respected and trusted
- Is calm, confident, decisive, resilient and objective, especially under pressure
- Willingness to be accountable and measured on performance
- Can give and receive constructive feedback to enhance performance
- Ability to provide innovative, constructive and effective recommendations to the Zone Board
- Skilled at determining important issues, prioritising and multi-tasking
- Knowledge in current and future practises, trends, and technology that affect or could enhance netball in NZ
- Knowledge of how strategies and tactics work in the marketplace
- Has a country wide view of decision making to ensure opportunities are best for netball in New Zealand as a whole

Communication and Personal Skills

- Can communicate strategies, inspire and ensure 'buy in' from a diverse range of stakeholders across all levels of the game
- Written and oral presentations and communications are clear, concise, effective and persuasive
- Strong listening skills and the ability to encourage and maintain two-way dialogue on issues
- Relates well with, and can motivate diverse groups
- Can communicate consistently, openly and honestly in any situation

Selection Criteria - Communication and Personal Skills (Continued)

- Establishes and maintains effective relationships
- Is energetic, highly motivated, enthusiastic and considerate
- Understands and is able to work in a team environment
- Is comfortable with continual change and tight deadlines
- Flexible creative approach to finding solutions
- Has an awareness and acceptance of own personal boundaries while considering the rights and feelings of others

Brand / Profile

- Proven ability to enhance the profile and effectiveness of the Zone and the sport of netball in the community
- Ability to enhance the brand and profile of netball in New Zealand in the media

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

The CEO is expected to work full-time from Netball Northern Zone office located at The Trusts Arena, 65 - 67 Central Park Drive, Henderson, Auckland. The nature of the position will require some domestic and international travel from time to time to attend scheduled meetings and events.

Remuneration

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

Netball Northern Zone has a comprehensive website which includes information and news items on all facets of its activities, services and programs.

The website address is: www.netballnorthern.co.nz

The Northern Mystics website address is: www.northernmystics.co.nz

Timelines - Important Information for Candidates

Final interviews and appointment of the CEO Netball Northern Zone are scheduled for June 2017. The successful candidate would be expected to commence duties as soon as possible following appointment, mindful of notice periods and general availability.

Applications

Applications should be forwarded to Sportspeople's International Recruitment Centre by Close of Business, **Friday 16 June, 2017**. If you are intending to apply, please do so at the earliest possible date rather than leaving it to the close date.

Preferred Format: As a guide only, Sportspeople prefers a 2-page letter of introduction and an accompanying CV of no more than 6 pages, merged as one MS Word file.

Candidates are also requested to complete and submit the **Sportspeople Application Form** at the time of applying. The Sportspeople Application Form is available as a download at the

Sportspeople Jobs Market listing for this role and should be **merged with the cover letter/resume document**. Please note the Application Form collects mandatory information such as interview availability - Sportspeople will not consider you unless the Application Form has been submitted.

This information should be sent electronically to jobs@sportspeople.com.au with the subject identifier of the email to be formatted as follows:

170525-01 CEO Netball Northern Zone <<Your Name>>

Enquiries

The CEO Netball Northern Zone recruitment assignment is being managed exclusively from the **Sportspeople International Recruitment Centre**.

In the first instance general enquiries should be directed to:

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