



Position: Chief Executive Officer

Work Area:	Southland and Otago	Reports to:	Netball South Zone Board Chairman
Primary Location/s:	Southland or Otago		
Employment Status:	Permanent Employment Agreement, 1.0 FTE		

Primary Purpose of Position

Covering Otago and Southland, Netball South Zone Incorporated ('Netball South') is one of five netball regional sports organisations owned by its members and charged with growing the netball community and enriching lives through enabling the delivery of enjoyable netball experiences. Netball South also owns and manages the Ascot Park Hotel Southern Steel franchise currently competing in the ANZ Premiership competition.

The Chief Executive Officer ('CE') is primarily responsible for the leadership and management of Netball South in accordance with the zone's strategic plan. To achieve the goals of the strategic plan the CE will –

- Provide an environment that builds the capability of a regional community netball development team to support and deliver programmes, competitions and events by either the zone itself or the netball community.
- Create and support a coaching and management team able to select and attract a player roster and build a training environment that enables the Southern Steel to compete successfully in the ANZ Premiership.
- Manage the organisation in accordance with financial and risk processes and parameters set down by the Board via their direction and policy framework.
- Work with major stakeholders like NNZ to shape the national strategy and align regional operations.

KPIs

- Strategic goals and KPIs are met.
- Annual operating plans and budgets are created in consultation with key stakeholders, approved by the Netball South Board and delivered within quality and timeliness parameters.
- Obligations as set out by numerous agreements and policies with staff, funders, sponsors, contractors and NNZ are met with no occurrence of significant breach or directional non-alignment.

Responsibilities

Key Accountabilities	Key Tasks
Advocacy and Leadership within the Netball System	<p>The CE will -</p> <ul style="list-style-type: none"> • Assume overall responsibility for the management of the day-to-day operations, driving and developing the business in line with the strategic direction. • Support the strategy development process by contributing data, information and outcomes of stakeholder collaboration, to enhance strategic thinking and debate by the Board, in the formulation of the Netball South strategic plan. • Lead the annual operating planning and budgeting process for the approval of the Board ensuring alignment to Netball South's strategic plan. • Collaborate with NNZ in their strategic and operational planning endeavours, advocating for the South and optimising the alignment of goals and objectives between the national and regional office. • Manage the alignment of Netball South policies and protocols with legislative and regulatory obligations and NNZ policy, including the cyclic review of all Netball South policies in accordance with Board direction and a Board approved review schedule.

Leadership of Netball Development and Participation Delivery	<ul style="list-style-type: none"> • Maintain netball as the first-choice sport for girls and woman in New Zealand by implementing strategies and practices to grow the participation base and provide pathways for players, coaches, umpires, officials and administrators of all ages, genders and cultures. • Provide strong, effective leadership, direction and oversight of all Community Netball programmes by staff, stakeholder groups, volunteers, centres and the Netball community. • Ensure the optimal development and promotion of all Netball South activities, services and programmes while building the profile through strong brand communication and robust marketing alliances. • Provide effective and active representation of the Netball South at all levels. Develop and enhance relationships with stakeholders. • Build Netball South’s reputation as a quality service organisation, driving and developing a service culture across the organisation as whole.
Southern Steel Performance and Commercial Management	<ul style="list-style-type: none"> • Provide the environment for the Southern Steel to perform at the best of its ability, ensuring strategies and practices are in place to provide the optimum performance of high-performance teams in elite level domestic competitions. • Oversee the performance of the coaching and management team, ensuring they are equipped with the resources and expertise they need to perform their roles, holding them to account for delivery of results and recognising success. • Lead the player contracting process, seeking advice and working with the Head Coach to identify and attract the best possible players for the roster, and balancing the creation of contracts within the parameters of the player’s employment agreement and negotiating with players and their representatives. • Ensure the Netball South’s event focus is robust, fulfilling developmental, marketing and financial goals and objectives across the NEL and other events in which Netball South has an interest. • Build relationships with all major sponsors and funders critical to the revenue streams supporting the Southern Steel, overseeing sponsor servicing and new sponsor acquisition processes and ensuring funding applications and accountability are correct and timely. • Keep abreast of all contractual requirements, rules and regulations in respect of agreed documents governing participation in the NEL and advocate for Southern Steel in review processes and manage compliance and issues that arise. • Contribute to the ongoing viability of the NEL through working constructively with NNZ and other teams to continuously strengthen the commercial, financial and risk parameters.
Financial Management and Funding	<ul style="list-style-type: none"> • In conjunction with the board, manage the Zones financial performance in a transparent, efficient and profitable way • Provide reporting against KPIs to NNZ, the Netball South Board and other stakeholders as necessary.

Relationships	
Internal	External
Zone Board Chairman Zone Board All Zone Staff	<ul style="list-style-type: none"> • NNZ Senior Management team and NZNPA • Netball Centre Presidents and their Committees • Other Zone and Team CEs and General Managers • Regional Sports Organisations and Territorial Authorities • Funders and Sponsors

Competency Profile

Competency	Descriptors
Specialist Knowledge and experience	<ul style="list-style-type: none"> • 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 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
Leadership and strategic ability	<ul style="list-style-type: none"> • Experience of leading 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 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
Communication and Personal skills	<ul style="list-style-type: none"> • 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 communication is clear, concise, effective and persuasive • Strong listening skills and 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 • Establishes and maintains effective relationships • Is energetic, highly motivated, enthusiastic and considerate • Understands and is able to work in a team environment • Copes well with continual change and tight deadlines
Brand / Profile	<ul style="list-style-type: none"> • 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