

## James Copes Biography

Tennis Victoria Treasurer (October 2010 – present)

Tennis Victoria Board of Directors (October 2010 – present)

Tennis Victoria Audit and Risk Committee (2009 – 2010 and 2014 - present)

HDTA Committee (2009)

Bundoora Tennis Club member 20+ years

Bundoora Tennis Club Committee member (2006 - 2012)

Bundoora Tennis Club President (1 year) and Vice President (3 years)

Promoted Bundoora Tennis Club as part of Sports and Recreation Victoria Best Practice Guidelines (2010/2011) regarding Tennis Club redevelopments

NETJA player 10 years

Tennis Victoria Pennant Player 6 years

HDTA player 6 years

NENTG player 6 years

Bachelor of Business (Major in Accounting)

Diploma of Financial Services (Financial Planning)

Chartered Accountant 10+ years

10 years experience at Mid-Tier Accounting Firms

2 years experience as CFO overseeing financial affairs of \$1.2bn of property development

After serving for five years on the Board of Tennis Victoria I have decided, with the encouragement and support of a majority of the Board members, to seek re-election as a Director (Treasurer). I believe my qualifications/technical knowledge and experience in finance, intertwined with my extensive background in tennis, will greatly assist in continuing to grow Tennis Victoria and its services.

Still being relatively young and vibrant, my philosophy is to always ask 'why', 'what if' and 'is there a better way'. Combining such philosophies with a sprinkling of understanding and appreciating history, I believe that I can assist Tennis Victoria continue its recent strong success (constitution reform, affiliation reform and the leader in delivery of Tennis Australia programs such as hots shots).

## CV of Simon Meadows:

- CEO with sustained Commercial Business Improvement
- Current Tennis Victoria Director. Chair of Tennis Vic Country Advisory Group
- 12 years of working with Boards, Australian Institute of Company Directors
- 15 years of Senior Management, Sales & Marketing
- Strength leading & supporting Strategic Vision, Planning and Development
- Strong commercial business, marketing, financial, communication, and analytical skills.
- Success in change management, transition, and positive culture change.

### Personal:

Residing in Kyneton, regional 1 hr from Melbourne. Interests: Family, Tennis, Music, Community Volunteer

### Education/Professional Membership/Qualifications:

<b>Tertiary:</b>	Double Degree: Bachelor of Arts & Bachelor of Business, Monash University
<b>Director Qual./Member:</b>	Australian Institute of Company Directors (AICD)
<b>Professional Member:</b>	Aust. Marketing Institute (AMI), Aust. Institute of Management (AIM)
<b>Industry Representation:</b>	Aust. Industry Group, Think Brick Marketing Committee
<b>Personal Development:</b>	Coaching, Culture, Leadership, – Human Synergistics, SED Consulting OH&S: Training for Managers & Supervisors, Worksafe / Vecci Various: Finance, Management & Leadership Courses through AIM/AMI

### Recent Career Overview:

<b>2007 – Current:</b>	<b>Selkirk Group of Companies</b> , 133 y/o family business, Aust largest privately owned brick manufacturer, staff of 100, premium building products.
<b>Position Held:</b>	<b>Chief Executive Officer (June 2013-Current)</b>
<b>Responsibilities:</b>	Leading strategic and culture change, with consistent success managing all aspects of the company's operations: EBIT, Financial KPI's, Sales and margin growth, Niche Marketing, Export, OH&S and Compliance, Logistics, Manufacturing & Operations, Supply chain, Trading, and B2B Relationships, HR, People & Culture Management.
<b>2007-2013:</b>	<b>Selkirk Group of Companies</b>
<b>Position:</b>	<b>General Manager – Sales &amp; Marketing,</b>
<b>1997-2007</b>	<b>Godfrey Hirst / Feltex Carpets / Shaw Industries</b>
<b>Position Held:</b>	10 years in Senior Sales & Marketing Management. Extensive experience in manufacturing, product development, and commercialisation.

### Recent Tennis Background Overview:

<b>Feb 2013-Current:</b>	<b>Tennis Victoria</b>
<b>Positions Held:</b>	<b>Country Director</b> <b>Chair, Country Committee</b> <b>Chair, Country Advisory Group</b>
<b>Responsibilities/Achievements:</b>	Leading & supporting strategic management. Governance & affiliation development & reform. Specific focus on participation and infrastructure, communication & resourcing for regional Victoria, along with the development of commercial relationships with stakeholders, sponsors, and government bodies.
<b>2003-Current:</b>	<b>Kyneton &amp; District Tennis Club, Macedon Ranges</b>
<b>Positions Held:</b>	<b>Kyneton Club President (2011-Current)</b> <b>Kyneton Committee, Player.</b>
<b>Responsibilities/Achievements:</b>	Drive of record participation – through effective leadership & engagement across members, stakeholders, sponsors, local government and community networks. Drive of strategy, resourcing, financial effectiveness, & broad participation. Winner – 2014 Tennis Victoria, Most Outstanding Club, Centre, or Association. Ministers Award - Support of Coach Marcus Wills, Winner 2013 Vic Govt. Community Sports Awards. 100% membership growth, record junior participation, financial sustainability.
<b>Referees: Available upon request.</b>	

**LEADERSHIP AND MANAGEMENT SUMMARY**

**Innovative thinker and leader with 20 years of successful experience in strategic, operations and financial management**

Areas of expertise in:

- Influencing, negotiating and relationship building skills
- Community engagement
- Business development
- Financial management (including International experience)
- Project management
- Planning and development
- Commercial Property management
- Political awareness
- Communication and Media
- Stakeholder engagement
- Problem solving
- Place making
- High level of Governance competence
- Wide ranging Corporate experience
- International Finance Experience
- Strategic and leadership skills
- Public speaking and presentation skills

**RELEVANT EMPLOYMENT**

- 2012-Current **General Manager**  
Albury Wodonga Community College Ltd;
- 2009-Current **Managing Director (Property management)**  
Jovesco Pty Ltd
- 2005- Current **Councillor (3rd Term)**  
Wodonga City Council
- 2007- 2009 **Team Leader Development & Delivery**  
Wodonga TAFE
- 2003- 2005 **National Business Development Manager**  
Ciba Vision UK
- 2000- 2003 **Marketing Manager –TV and FilmUK**  
Premier Entertainment
- 2000- 2003 **Managing Director (Franchise Owner)**  
Toni & Guy Bruxelles
- 1997- 1999 **Financial Consultant-RTP**  
NAT WEST Bank UK
- 1996- 1997 **Analyst/Financial Accountant**  
British Telecom
- 1993- 1996 **National Stores Accountant**  
Officeworks Australia

**EDUCATION**

- Diploma of Vocational Education and Training**  
TAE50111 /2015
- Diploma of Training Design and Development**  
TAE50211 /2015
- Certificate IV in Training and Assessment**  
TAE40110 /Updated 2013
- Diploma of Company Director (GIACD) 2011**
- Bachelor of Commerce**  
La Trobe University. 1994 Fin/Mgmt. Accounting
- Graduate Diploma VET**  
2008 (1 unit remaining)

**Directorships/Community Associations**

- Councillor City of Wodonga – 3 terms (91/2 years)
- Jovesco Pty Ltd: Director (Private company)
- Border Trust Director: Chair, The Community Foundation for the Albury Wodonga Region.(2005-Retired position 2013)
- High Street Revitalisation Committee: Chair, Planning for the redevelopment and direction of the ‘new’ CBD for Wodonga.
- UMLR: Director, Upper Murray Regional Library Board.
- Australia Day Committee: Chair, Australia day celebrations with over 1500 community attendance
- Wodonga Tennis Club Member –Current
- Wodonga Sports and Leisure centre Member-Current
- Brave Hearts on the Murray Inc. Member through participation in community support groups for Cancer sufferers in the NE Region.

**Referees**

Available upon Request