

Tennis Victoria Call for Board Director Applications 2020



Tennis Victoria hereby calls for applications for two Board Director Positions due for election in 2020.

Criteria

The 'Criteria' for these Board positions is as follows:

1. An acknowledgement and signing upon application (in anticipation) of the Tennis Victoria Directors' Code of Conduct declaration [here](#)
2. Demonstrated experience and understanding of good organisational governance and especially:
 - (i) The leadership role of a Board, and of its Directors
 - (ii) The capacity to focus on strategic rather than operational issues, and corresponding ability to distinguish between matters for the Board and matters for management
 - (iii) The development of innovative ideas
 - (iv) The cooperation and teamwork of a Board of Directors
 - (v) The understanding of the value of diversity and inclusion to good governance
 - (vi) The work and meeting preparations of a Board Director
3. An appreciation for, and understanding of, the role that community sport plays in Victoria
4. A proven successful background in one or more of the following specific areas is preferred (*Definitions* at the end of this advert):
 - (i) Experience in the business of tennis coaching
 - (ii) Commercial business experience
 - (iii) Financial & Investment Management experience/qualifications.

Additional Information and Instructions

'Additional Information and Instructions' applicable to all of the above positions:

- a. In 2020, there are two Director Elections (by all affiliates) and one subsequent Director Appointment (by the Board) that are due.
- b. Noting maximum terms in place, all incumbents of the 3 x Elected/Appointed Director positions due in 2020 are entitled to stand for re-election/appointment for at least one more three-year term.
- c. Wholly aligned with its focus on community participation for all in a sport for life, Tennis Victoria is committed to diversity and inclusion on its Board of Directors. Further;
 - In July 2019, Tennis Victoria established a policy of having at least 40% females or males on its Board at any point in time.
 - At Tennis, we embrace differences in gender, age, ethnicity, race, cultural background, disability, religion and sexual orientation. Tennis encourages all suitable applicants to apply for this role.
 - Nominations from metropolitan and regional areas of Victoria are equally encouraged.
 - Previous experience on a Board would be welcomed.
- d. There are six (6) *Regular* Board Meetings per year, every two-months from mid-February, generally at 4:30pm on a Wednesday at the Tennis Victoria Offices at AAMI Park. Additionally, there are two (2) *Special* Board Meetings each year, usually in March and July. Travel reimbursement and/or the use of technology can be considered for Director(s) where appropriate to do so. There is an expectation, based on skillset, that Board members may be requested to serve on sub-committees.
- e. In setting the above 'Criteria', the Tennis Victoria Nominations Committee and, in turn, the Tennis Victoria Board, has considered:
 - (i) Tennis Victoria's strategic planning.
 - (ii) Tennis Victoria's good governance principles that embrace best practice of a skills-based Board.
 - (iii) The current make-up of the Board, but excluding those Directors up for election/appointment in 2020.
 - (iv) The needs of Tennis Victoria in its organisational evolution.
 - (v) The Board's self-assessment of its skills and performance.

- f. **Applications for the above positions close at Saturday 8th August 2020. To be submitted to Tennis Victoria Company Secretary via tmcgrath@tennis.com.au or Locked Bag 6001, Richmond VIC 3121.**
- g. Applications should include a 1-page CV, and up to a further 2-page covering letter / submission addressing the above 'Criteria'.
- h. Applications must be accompanied by a candidate signed copy of the Tennis Victoria Directors' Code of Conduct declaration (in anticipation).
- i. Applications must also be accompanied by a short letter signed by an officer of a Tennis Victoria affiliated Tennis Body (i.e. its President, Secretary or other authorised Committee member) stating that his/her tennis club, centre or association is proposing the candidate for the relevant Tennis Victoria Board position.
- j. Applicants' submitted 1-page CVs will be circulated to all ~900 Victorian tennis clubs/affiliates, by Wednesday 9th September, for an electronic voting process to be completed before the Tennis Victoria Annual General Meeting on Wednesday 7th October 2019 (when results will be announced). In advance of this circulation, applicants will be given the opportunity to provide a 1-page letter to clubs/affiliates (to accompany their 1-page CV) to be included in this distribution of information.
- k. In line with the Tennis Victoria Nominations Committee Charter, this circulated information will be accompanied by reporting from the Nominations Committee on how each of the candidates align with the 'Criteria' above.
- l. At its discretion, the Nominations Committee may conduct candidate interviews before developing this reporting. **Any such interviews are scheduled to take place on Friday 14th August.**

For any queries about this process, please contact the TV Company Secretary, Tim McGrath, direct on 0412 469 009.

***Definitions of Skills**

Legal and risk; practicing expertise in law, compliance and/or risk management.

Financial and investment management; as applicable to a significantly sized not-for-profit or commercial business.

Digital/IT; a significant background and outlook re complex and multiple systems usage, data analytics and data security. Experience and practicality in how the information and benefits of such could best be used to support communications and enhance a large grassroots sporting community.

Public relations, marketing, sponsorship and communications; skills and effective success across a diverse organisation (~370,000 registered customers, ~900 affiliated entities, predominantly volunteer driven).

Government – State and/or Local, and/or related stakeholder relations; working in and understanding of government and related bodies, ideally including the areas of funding procurement, infrastructure development and/or health and wellbeing.

People and culture; proven ability to positively influence individual and group behaviours that drive the attitudes and approaches of an organisation for effective outcomes. Experience and understanding of diversity and inclusion.

Commercial ventures; entrepreneurial skills with recent experience in successful business, including funding innovation.

The business of tennis coaching; as pertains to all on-and-off court considerations of a successful coaching business – operations and strategy, and possibly not limited to the sport of tennis.

Education sector; significant experience in primary and/or secondary school program delivery, and/or academia and research.