



# TENNIS VICTORIA

Expressions of Interest for  
Appointed Director

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### Expression of Interest for Appointed Director

Tennis Victoria calls for expressions of interest for a Board Director position. This position will be appointed in 2021, for a three-year term concluding at the 2023 Annual General Meeting.

The Board and Nominations Committee have reviewed the skill mix of the Board following the 2020 AGM, to identify the skills required as part of the appointed Director position. This role will then complement the existing TV Board, to help ensure a balanced, diverse and well-functioning Board.

Specifically, the Board seeks expressions of interest from individuals with a successful background in The business of sport 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.

Both metropolitan and regionally based individuals are encouraged to express an interest in the role, as participation in Board meetings can occur via videoconference.

#### Criteria

The 'Criteria' for this Board position is as follows:

1. An acknowledgement and signing upon application (in anticipation) of the Tennis Victoria Directors' Code of Conduct declaration [here](#)
2. Demonstrated understanding, or the willingness to develop an understanding through training, 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 the business of sport coaching (definition at the end of this advert).

#### Additional Information and Instructions

'Additional Information and Instructions' applicable to the Tennis Victoria Board:

- a. There is one Director Appointment (by the Board) that can be made at this time.
- b. Wholly aligned with its focus on community participation for all, 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. However, support, via induction, training and mentoring by Directors, will be provided to individuals who do not have this experience.
- c. There are four (4) Regular Board Meetings per year, every three-months from mid-February, generally at 5:30pm on a Wednesday at the Tennis Victoria Offices at AAMI Park (where possible). Additionally, there are two (2) Special Board Meetings each year, the Board Strategic Planning Day and the Annual General Meeting.
- d. Travel reimbursement and/or the use of videoconferencing will be supported for Director(s) where appropriate to do so. There is an expectation, based on skillset, that Board members will be requested to serve on sub-committees and attend other events/activities to support TV.
- e. In setting the above 'Criteria', the 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 following the elections at the 2020 AGM.
  - (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 5pm (AEDT) Friday 8 January 2021, to be submitted to Tennis Victoria Company Secretary via [tmcgrath@tennis.com.au](mailto:tmcgrath@tennis.com.au).**
- 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. The Nominations Committee will assess the expressions of interest received and will prepare a report to the TV Board, which will then consider the appointment of the position.
- j. At its discretion, the Nominations Committee may conduct interviews before developing this reporting. **Any such interviews are scheduled to take place on 28 January 2021.**

For any queries about the Director role or expression of interest process, please contact the TV Company Secretary, Tim McGrath, direct on 0412 469 009.

**Other skills/experience assessed as relevant and already possessed on the Board:**

**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.

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