

POSITION DESCRIPTION

Netball Victoria exists to improve people's lives.



Position Title:	Western Region Manager		
Department:	Stakeholder Relations	Reports to:	General Manager – Stakeholder Relations
Location/s:	Geelong Office and State Netball Centre 10 Brens Drive, Parkville 3052	Direct Reports:	N/A
Classification:	Manager		
Employment Status:	Full time		
Salary Package	As agreed in contract of employment		
Employment Conditions	<p>Netball Victoria's office hours are Monday – Friday, 9:00am – 5:00pm.</p> <p>NV offers a hybrid work environment, where employees can work from both the office and home.</p> <p>Staff are employed in accordance with the terms and conditions outlined in their contracts.</p> <p>This role requires a split of time between NV offices in Geelong and Parkville.</p>		
Netball Victoria	<p>Netball Victoria is a not-for-profit, member-based organisation which is governed by a volunteer Board of Directors. It is the peak sporting body for netball in Victoria and is affiliated with Netball Australia.</p> <p>Netball Victoria exists to improve people's lives. Our core values of: <i>'We empower each other'</i>, <i>'We strive to go beyond existing barriers'</i>, and <i>'We are leaders'</i> – inform who we are, both individually and collectively, and therefore how we take up our organisational roles.</p> <p>The Netball Victoria Executive Team comprises of CEO and General Managers across: Commercial Development, High Performance, Government Relations & Facilities Development, Member Services, People & Capability, Participation and Product Development, Finance, and Communications, Marketing and Partnerships.</p>		
Commitment to Child Safety	<p>We require all applicants to undergo background checks and screening prior to or during any appointment. Netball's Commitment Statement to Safeguarding Children and Young People and other important information can be found at https://vic.netball.com.au/child-safety-netball</p> <p>At Netball Victoria, we embrace diversity in gender, age, ethnicity, disability, religion, and sexual orientation. We are committed to providing a safe environment for children across Netball.</p> <p>Netball Victoria Commitment to Safeguarding Children & Young People</p> <p>Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care. Netball Victoria is committed to promoting and protecting the rights of children and preventing abuse from occurring by fostering a culture where children feel safe and empowered. We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.</p>		

Primary Purpose of Position

The role of Western Region Manager is to lead the Netball Victoria strategy to grow participation across Victoria and establish strong, enduring relationships with critical stakeholders in the region. Specifically, you will lead a team to:

- Provide localised support and advocacy for key stakeholders.

- Actively collaborate with stakeholders to deliver Netball Victoria’s strategic imperatives and initiatives.
- Drive an uplift in the capability and capacity of Associations, Leagues and Clubs (Affiliates) to grow all forms of netball participation.
- Identify examples of best practice to support growth within Associations and Leagues.
- Collaborate with the Stakeholder Relations team to develop targeted engagement strategies and deliver a locally led strategy and operational plan.
- Build strong and sustainable relationships with local sports, communities and local government authorities.

Key Responsibilities	
Accountabilities	Overview of Tasks
Support Associations, Leagues and Clubs to grow netball participation	<p>Be the point of contact for Netball Victoria in the Region, leading our participation and growth strategies.</p> <p>Empower and assist Associations, Leagues and Clubs to grow netball participation by:</p> <ul style="list-style-type: none"> • Delivering best practice governance services with relevant business units, resources and support to Associations, Leagues and Clubs. • Working with Affiliates to determine development, education and training needs and develop a plan for Netball Victoria to, where possible, meet these needs. • Promoting NV services and resources including coaching and umpiring tools, governance support, administration support and marketing workshops. • Supporting strategic planning and volunteer development initiatives using Netball Victoria’s resources to build both the capacity and capability of Affiliates and their volunteer workforce. • Offering Netball Victoria’s marketing and commercial development tools, templates and resources to contribute to the success of affiliates. • Leading the development and roll out of a regional plan, budget and yearly review. • Supporting Associations to, where appropriate, drive male participation programs. • Assisting with and promoting Netball Victoria’s competitions including Association Championships, Schools Championships and State Titles.
Affiliate Development and Support	<ul style="list-style-type: none"> • Develop the capacity and capability of Affiliates to help meet the increasing needs of community. • Work closely with Member Services to ensure Affiliates are trained in governance, competition management systems, rules and regulation processes and understand the expectations of their role. • Create and foster opportunities for affiliates to collaborate to solve common challenges or achieve common goals.
Facilities	<ul style="list-style-type: none"> • Work closely with the Facilities Development Team to lead the implementation of Netball Victoria’s Facility Strategy in the western region. • Provide local knowledge and input to facility development initiatives as required. • Support facility development initiatives as required, including Government and council advocacy, facility audits and site visits. • Provide advice and information to Associations, Leagues and Clubs relating to facility planning and development processes.
Build strong and sustainable relationships.	<ul style="list-style-type: none"> • Build and maintain strong professional relationships with key partner organisations and other relevant stakeholders to maximise opportunities for growth and development. • Build and maintain working relationships with Local Government and Councils to ensure they remain a committed partner and strong advocate of netball.

	<ul style="list-style-type: none"> • Develop and maintain relationships with Regional Sports Academies, Regional Sports Assemblies and other community stakeholders within the Region.
Leadership	<ul style="list-style-type: none"> • Manage the strategic direction of netball throughout the Region. • Actively contribute to the establishment of a cohesive and aligned Stakeholder Relations Team across the State. • Manage and oversee the development and monitoring of the strategic plans, operational plans, and budget for the Region. • In conjunction with the General Manager Stakeholder Relations, manage the recruitment, induction, development and performance review processes and procedures of relevant staff. • Foster a high-performance culture where learning is celebrated, employees feel valued, and performance is well managed.
Contribute to Workplace Culture	<ul style="list-style-type: none"> • Be committed to, and always displaying behaviours consistent with Netball Victoria's values, which include empowering each other, striving to go beyond existing barriers, and being leaders. • Be open minded and embracing of Netball Victoria employees, communities, and stakeholders. • At all-times contribute to a safe and healthy workplace • Embrace Learning and Development

Qualifications, Experience & Skills

- Relevant tertiary qualification
- Minimum of five (5) years' experience in a related field of employment, in a leadership position.
- Demonstrated ability to lead and manage people.
- Demonstrated ability to develop and maintain successful, trusting relationships with a wide variety of stakeholders.
- Demonstrated ability to work autonomously and as part of a team.
- Highly developed leadership skills, an awareness of your own leadership style and an ability to work together with people across a wide range of organisations.
- An understanding of the volunteer workforce and an ability to work within the constraints caused by the nature of that workforce.
- Demonstrated experience in the development and implementation of policy, strategic plans and budgets.
- Knowledge of sporting culture and organisations and the issues facing sport at a community level.
- Very strong administrative skills.
- Demonstrated ability to set priorities, plan work programs, meet deadlines and manage time effectively.
- High level communication skills and conflict management skills.
- Hold a current full driver's license.
- Hold a Working with Children Check connected to Netball Victoria.
- Some knowledge and/or experience working with individuals, groups or communities from an All Abilities, Multicultural or Indigenous background will be an advantage.

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.