

POSITION DESCRIPTION

INSPIRING A LIFELONG LOVE OF NETBALL



Position Title:	Netball Development Manager	Date:	April 2026
Department:	Office of the CEO	Reports to:	General Manager - Governance and Transformation
Location/s:	Netball Victoria State Netball Centre 10 Brens Drive, Parkville 3052	Direct Reports:	Nil
Position Type:	Full Time		

+ Being Part of Netball Victoria

Netball Victoria is a not-for-profit, member-based organisation and the peak body for netball in Victoria, affiliated with Netball Australia and governed by a volunteer Board.

Our purpose is to improve people's lives through netball. We live our values of 'We empower each other', 'We strive to go beyond existing barriers', and 'We are leaders'—guiding how we work individually and together.

The Executive Team includes the CEO, COO and General Managers across areas such as High Performance, Community, Commercial, Stakeholder Relations, Business Services, Member Services and People and Capability.

Working Conditions

Office hours: Monday to Friday, 9:00am – 5:00pm

Hybrid work environment (office and home)

Staff are employed under the terms outlined in their contracts

Due to the nature of this role in sport, after hours and weekend availability is essential

The position description provides an indicative outline of the purpose and accountabilities of the role. Specific performance objectives, measurements and expectations will be agreed with your manager.

+ Position Overview

This role will drive the growth and development of netball participation helping Netball Victoria establish community programs, competitions, and new formats. The role will also explore and activate opportunities across the netball ecosystem, building partnerships, engaging local networks, and fostering sustainable participation growth and community connection.

+ Key Responsibilities

Participation Growth & Development	<ul style="list-style-type: none">• Lead the activation process for new Netball Victoria run programs or competitions, including:<ul style="list-style-type: none">○ Working with venues and confirming timeslots.○ Leading the implementation of competitions, structures, and schedules.○ Coordinating workforce requirements (umpires, coordinators, volunteers).
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	<ul style="list-style-type: none"> Analyse local sporting landscapes to understand competitor offerings and cost as well as gaps in the current netball offering Aligning marketing, registration, and communication timelines for launch. Gather data and insights to identify and deliver development initiatives in targeted geographic areas or communities. Identify opportunities for new programs, modified competitions, or social formats to increase local participation. Work with the Stakeholder Relations team to engage with local associations, leagues, and clubs. Engage schools, councils, and venue operators to support new opportunities. Monitor, evaluate and report on development initiatives, tracking participation and engagement metrics. Work cross functionally within Netball Victoria to ensure key stakeholder engagement, alignment and strategic delivery. Identify and share best practice ideas to support the growth of netball participation. Deliver best in class governance and competition management for new programs. In conjunction with the relevant Stakeholder Relations manager, partner with affiliates to grow and develop participation initiatives across the community. Identify and build partnerships with councils, key community organisations, local sporting and government organisations and schools.
Collaboration	<ul style="list-style-type: none"> Work closely with the Community, Stakeholder and Marketing & Communications teams to plan and promote initiatives Work with Marketing and Communications team to develop and implement tailored communication and engagement plans in target areas. Work 'on the ground' in target areas to engage community. Partner with the Facilities team to identify new opportunities for growth. Provide regular updates on progress, outcomes, and recommendations
Leadership	<ul style="list-style-type: none"> Provide guidance and advice across the organisation on programs, resources, and initiatives, demonstrating strong commitment to organisational values. Communicate with clarity, integrity, and transparency, role-modelling collaboration and teamwork across all levels. Engage in continuous leadership development to enhance personal and organisational capability.
Contribution to Workplace Culture	<ul style="list-style-type: none"> Actively role-model Netball Victoria's values of empowerment, innovation and leadership. Foster a safe, inclusive and respectful workplace and community environment. Embrace learning and development opportunities and support others to grow. Build effective partnerships across Netball Victoria and externally, representing the organisation professionally at all times.

+ Education, Qualifications and Experience

- 3–5 years' experience in community and/or sport development, program delivery or business development
- Proven experience building partnerships, engaging diverse stakeholders and delivering growth-focused projects
- Understanding of grassroots sport environments (netball experience highly regarded)
- Valid Working with Children Check connected to Netball Victoria (or willingness to obtain)

+ Key Skills and Attributes

- Strong stakeholder engagement and relationship-building skills
- Strategic thinking with a hands-on approach to implementation
- Confident presenter and communicator
- Ability to work independently, manage multiple projects, and deliver outcomes
- Commercial mindset with creativity to identify and activate new opportunities
- Highly organised, with the ability to take ideas from concept to execution.

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- Passionate about making sport more accessible, inclusive, and sustainable.
- Understanding of Netball Victoria’s strategic priorities and community engagement goals.
- Knowledge of inclusion and diversity in sports, particularly in multicultural or all-abilities contexts.

+ Commitment to Safeguarding Children & Young People

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.

+ Diversity and Inclusion

We are proud to be an equal opportunity employer, embracing diversity in all forms, including First Nations and Torres Strait Islander peoples, culturally and linguistically diverse individuals, and the LGBTQ+ community. At Netball Victoria, we embrace diversity in gender, age, ethnicity, disability, religion, and sexual orientation. We are committed to providing a safe environment for all across Netball.

+ Health and Safety

<p>All employees are responsible for:</p>	<ul style="list-style-type: none"> • Compliance with the company policy, safety systems and applicable health and safety legislation and regulations. • Reporting any and all conditions or unsafe practices that may affect the health of employees or others to management promptly. • Recommending improvements to health and safety practices. • Adopting safe work practices that comply with health and safety requirements and must not wilfully place at risk the health and safety of any other person in the workplace. • Assisting in timely completion of any corrective action items and reporting / investigation procedures. • Participating in relevant health and safety induction, training and other relevant activities. • Use and maintain all safety equipment provided.
<p>Managers are also responsible for:</p>	<ul style="list-style-type: none"> • Ensuring all appropriate actions are taken to implement health and safety policies and procedures and legislative requirements. • Accepting operational responsibility for health and safety performance within the work areas under their control. • Effectively communicating health and safety policies, procedures and workplace issues with senior management and employees. • Supporting the Health and Safety Officer and First Aid Officer in fulfilling their responsibilities

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation

Pease note: NV reserves the right to change job duties and responsibilities outlined in this Position Description at any stage in line with business requirements and needs