

Position Title:	Eastern Region Manager	Date:	October 2026
Department:	Stakeholder Relations	Reports to:	Head of Stakeholder Relations
Location/s:	Gippsland	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

The Eastern Region Manager leads the delivery of Netball Victoria's participation strategy within the region, strengthening relationships with key stakeholders and driving growth in all forms of netball.

The role provides localised support and advocacy, collaborates with stakeholders to implement strategic initiatives, and enhances the capability and growth of Associations, Leagues, and Clubs through approved programs and resources. It also focuses on identifying and sharing best practices, developing targeted engagement plans, building strong partnerships with local communities and councils, ensuring local needs are reflected in state-level development activities, and fostering a collaborative and high-performing culture across Netball Victoria's network.

+ Key Responsibilities	
Support Associations, Leagues, and Clubs to increase netball participation	• Assist affiliates in providing a range of options to participate in our game. • Assist the Growth and Community teams with the implementation of Netball Victoria's participation growth strategies, and programs including: NetSetGO, Schools, Diversity and Inclusion and elite pathway development programs. Provide direction and guidance where required. • Leverage the Participation Strategy and support the implementation of programs to promote growth of participants - current, all genders and diverse members - in netball. • Assist with and promote Netball Victoria's competitions including; Association Championships, Schools Championships and State Titles. • Offer best practice governance services, resources and support to our Associations and where appropriate VNL Clubs. • Determine the development and education and training needs and priorities of affiliates. • Promoting coaching and umpiring tools and resources developed by the Workforce Development Team including Coaches in the Field and Umpires in the Field workshops. • Support strategic planning and volunteer development initiatives, using Netball Victoria's resources to build both the capacity and capability of affiliates and their volunteer workforce. • Offer Netball Victoria's marketing and commercial development tools, templates and resources to contribute to the success of affiliates. • Contribute to regional planning and reviews as requested.
Membership Retention	• Contribute to Netball Victoria's member retention strategies. • Develop action plans, KPIs and reporting to support specific member retention strategies and initiatives. • Identify and share best practice ideas and solutions to support the retention and growth of netball participation. • Ensure the team regularly identifies and nominates affiliates for the annual Netball Victoria Awards and other external recognition opportunities. • Create and foster opportunities for affiliates throughout the region to collaborate and achieve common goals.
Affiliate Development and Support	• Develop the capacity and capability of people in our sport to help meet the increasing needs of our netball community. • Manage and implement capacity building strategies and programs for affiliates in the region. • Work closely with the Affiliate Support team to ensure team members are trained in governance, rules and regulation processes and understand the expectations of their role, including when to consult with Affiliate Services for advice and guidance. • Support the implementation of Netball Victoria Leadership Programs or professional development opportunities. • Create and foster opportunities for affiliates to collaborate to solve common challenges or achieve common goals. • Demonstrate an appreciation of our volunteers. • Provide advice and support around the development of the relevant technology platforms (e.g. Netball Connect). • Work in conjunction with the Member Services and Support team to ensure that regional affiliates receive the required training, resources and information to support Netball Connect.
Facilities	• Work closely with the Facilities Development Team to lead the implementation of Netball Victoria's Statewide Facility Strategy. • Provide local knowledge and input into facility development initiatives as required. • Actively contribute to the development and implementation of regional planning in the region.

	• Support facility development initiatives as required, including facility audits and site visits. Provide advice and information to Associations, Leagues and Clubs relating to facility planning and development processes.
Building strong and sustainable relationships	• Build and maintain strong professional relationships with key partner organisations and other relevant stakeholders to maximise opportunities for growth and development, and to leverage Netball Victoria's programs and initiatives. • Manage working relationships with Local Government and ensure they remain a committed partner of our sport. • Develop and maintain relationships with Regional Sports Academies, Regional Sports Assemblies and other community stakeholders within the region.
Communication	• Implement and support the strategic focus areas relevant to the region. • Work with Commercial and Communications team to identify media and PR opportunities within the region. • Develop robust communication processes to inform, guide and advise other Netball Victoria departments to assist in driving netball participation in the region. • Support the implementation of a process to gather and respond to feedback from Associations.
Team Leadership and Development	• Manage the strategic direction of netball throughout the region. • Actively contribute to the establishment of a cohesive and aligned Netball Stakeholder Relations Team across the State. • Provide leadership, advice, direction and assistance to the other Netball Victoria departments as required. • Manage and oversee the development and monitoring of the strategic plans, operational plans, and budget for the region. • Contribute to the strategic direction of the organisation.
Associated Duties	**NV Events** • Provide support to all relevant events in the region driven by Netball Victoria. **Budgets** • Prepare and manage budgets for the region and monitor the implementation; • Analyse and forecast financial and resource needs for the region; • Ensure the timely compliance of financial policies and procedures including: credit card processes and receipt bank, approval of invoices via Approval Max, and the timely approval of team leave. **Reporting** • Prepare timely reports for the Head of Stakeholder Relations and the General Manager Stakeholder Relations and Member Services; • Contribute to the Operational Planning process; and • Where appropriate, contribute to the Netball Victoria Annual Report. **Planning** • Coordinate regular regional team meetings and planning days, leveraging technology where appropriate; • Actively participate in and contribute to regular Netball Participation team meetings and planning days.
Leadership	• Lead and work collaboratively with the Stakeholder Relations team to deliver on strategic objectives and operational priorities, fostering a high-performance culture aligned with Netball Victoria's values. • Provide expert 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	• 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

- Relevant tertiary qualification in sports management, business administration, or a related field.
- 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 work autonomously and as part of a team
- Working with Children's Check.
- Driver's License.
- Willing to travel within Victoria.

+ Key Skills and Attributes

- An understanding of the volunteer workforce and an ability to work within the constraints of this 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.
- Demonstrated conflict management skills.
- Highly developed leadership and an ability to work as together with people across a wide range of organisations.
- Experience with netball competitions or similar community sporting competitions.
- 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

All employees are responsible for:	• 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.
Managers are also responsible for:	• 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.

Please 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