



Position Title:	Manager – Participation and Program Innovation		
Work Area:	Delivery Network		
Reports to:	General Manager – Delivery Network		
Primary Location/s:	Nissan Arena, Mains Road, Nathan or Regional		
Reportable Positions:		Employment Status:	Full-time/Part Time
Approved:	February 2021		

Who Are We?	<p>At Netball Queensland, we have an ambitious vision of becoming a world-class sports organisation, respected for transforming lives through netball.</p> <p>To achieve this, Netball Queensland must push the limits. We therefore need extraordinary people to take our sport into uncharted territory. Shaping a performance culture and delivering world class performance starts with assembling the right team and creating an environment where that team can thrive.</p> <p>We are super proud of our history-making Queensland Firebirds team. We are determined to continue to be the number 1 sport for women and girls in Queensland and we couldn't be more excited about our amazing home – the \$45 million state-of-the-art Nissan Arena. The next few years are game changing for us, and we need the right team in place to make the most of these opportunities.</p> <p>Further information on Netball Queensland, Nissan Arena, Queensland Firebirds and the HART Sapphire Series can be found at www.netballq.org.au www.nissanarena.com.au www.firebirds.net.au and www.sapphireseries.com.au</p> <p>We strongly encourage all candidates to read our Strategic Plan available on our website www.netballq.org.au</p>
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Your Contribution to Netball Queensland

The Manager – Participation and Program Innovation is an exciting new opportunity to make a real difference to the continued growth of participation in netball across Queensland, the development of innovative programs and products, and the delivery of high-quality experiences and events for our community.

In this role, you will lead the development and implementation of our netball participation programs, products and events, with a focus on improving customer experience, increasing participation and retention across the life cycle and ensuring alignment with Netball Queensland's strategic priorities. This includes responsibility for the design and development of innovative new products and programs, and the evaluation, continuous improvement and delivery of current programs, products and events.

As the Manager – Participation and Program Innovation you will mentor and manage the team that plans, promotes and delivers a range of participation products, programs and events to our state-wide netball community.

Reporting to the General Manager Delivery Network, your work and that of your team will directly contribute the growth and sustainability of netball in Queensland, and Netball Queensland's vision of being a world-leading sports organisation, respected for transforming lives through netball.

Key Responsibilities of the Role

The key areas of responsibility for the Manager – Participation and Program Innovation includes but is not limited to the following.

Strategic Alignment

- Developing the roadmap for participation products, programs and events within Queensland, ensuring alignment with Netball Queensland's strategic plan and operating plans.
- Leading the netball in schools strategy, in conjunction with various internal and external stakeholders. This includes establishing and chairing an advisory group to support the development of the strategy and to advocate for increased netball participation in Queensland state and non-state schools.
- In conjunction with the Manager, Netball Workforce establish a Youth Advisory Group to inform and influence Netball Queensland's priorities, programs, products and events, and to support the development of emerging and future leaders within the netball community.
- Working with other Netball Queensland business areas, Associations, Clubs and Schools to support implementation and delivery of inclusive participation programs, products and events across Queensland.

Delivery

- Developing strategic approaches to building inclusive participation environments, identifying emerging participation trends and establishing innovative products, programs and events focused on retention and the growth of netball.
- Driving and influencing changes to current products, programs and events to increase participation and ensure delivery is of a high standard.
- Initiating, co-designing and gaining supporting for initiatives that maximise and enhance participation in programs and events, and provide a positive experience for all participants.
- Recruit and manage a casual coaching workforce to deliver netball products and programs.
- Enhancing participation in and delivery of netball carnivals and competitions focused on participation.
- Working with internal stakeholders such as the Marketing and Communications teams to launch new and promote existing products and programs.
- Partnering with the Delivery Network Leads and Business Analyst to track participation growth and engagement with current, emerging and potential products and programs.
- Ensuring productive relationships and compliance with partners - Government and Commercial - providing funds and grants for the development and delivery of programs and products.
- Lead the liaison with Netball Australia around the products and programs portfolio.

Leadership and Management

- Leading the team through the project management lifecycle of all participation products, programs and events delivered across Queensland. These currently include NetSetGo, Sporting Schools, Walking Netball, Future Firebirds Clinics, School Holiday Programs and State Age Carnival.
- Supporting your team to make insights-driven recommendations, develop clear and actionable product specifications, work with multi-disciplinary teams to deliver products and programs across Queensland and, for the greatest impact, analyse product performance and share learnings across teams and the business.
- Providing strategic advice and input into community participation initiatives facilitated by the Netball Queensland, State Government agencies, local government, federal government and community organisations and is recognised as a leader in this field.
- Mentoring and inspiring your team, colleagues and stakeholders to deliver high quality programs, products and events.
- Developing, managing and analysing budgets and participation targets for all areas of responsibility.
- Managing the day-to-day operations of the team, including effective use of financial and people resources, including planning and reporting, and responding positively to competing priorities to ensure alignment to strategy, operational planning and OKR's.
- Taking an active leadership role in all meetings and planning days.

Due to the nature of the sport industry a reasonable amount of travel and, evening and weekend work may be required from time to time.

Your Experience, Qualifications and Attributes

In addition to demonstrating competence in the key responsibility areas outlined above, to be successful in this role will require a range of professional experience and personal attributes, including the following.

Experience and Qualifications

- Demonstrated experience in sport product design and architecture, including the ability to quickly initiate, develop and launch products into market;
- Demonstrated experience in planning and delivering high quality events and programs, that exceed participant expectations.
- An undergraduate degree in Business, Sport Management or other relevant field;
- Relevant experience in a related sports field of study or employment;
- An engaging leadership approach and experience in effectively managing people within a high-performance environment; This includes the ability to set team and individual priorities, plan work programs, develop and monitor budgets, meet deadlines and manage time effectively.
- Demonstrated project management experience including planning, scheduling, reporting and financial management skills and knowledge.
- Exceptional interpersonal, written and verbal and communication skills;
- Knowledge and/or experience working with individuals, groups or communities from an All Abilities, Multicultural and/or Indigenous background.
- Proven ability to foster and sustain positive relationships with a complex and diverse group of stakeholders, and/or in member-based organisations.

- Knowledge and understanding of netball is desirable, but not essential.

You must hold a Working with Children (Blue) Card or be able to obtain one as soon as possible, and before commencing employment with Netball Queensland.

Attributes

- A strong personal brand which personifies Netball Queensland's values driven culture of excellence based on trust;
- A problem solver by nature and committed to reimagining what's possible for the future of netball;
- Ability to translate ideas into action and motivate team members to deliver and achieve desired outcomes.
- Demonstrated ability to manage competing priorities whilst maintaining a strong attention to detail.
- Self-motivated, ability to work independently and actively contribute to a team culture that prioritises collaboration, innovation and continuous improvement.
- Displays the initiative, attitude and ability to thrive within a dynamic, challenging and fast paced environment.
- Knowledge of sporting culture and member organisations, and awareness of the community sport landscape.
- Contribute to a safe, inclusive and healthy workplace.

Application Process

To apply for this opportunity please submit:

- Personal Statement of no more than two A4 pages outlining why you are interested in the role, what experience, knowledge and attributes you will bring to the team and Netball Queensland, and what you hope to gain from this opportunity.
- Provide details of relevant strategies, programs, products, events and initiatives that you have led, including detailing your responsibilities in the development and implementation phase. This can include providing copies or links to published documents, reports and publicly available information about these initiatives.
- Current CV detailing your recent and relevant paid and volunteer experience.
- Provide details of any flexible work arrangements that you would be seeking if your application for this role was successful.

All applicants are encouraged to read the Netball United Strategic Plan 2020 to 2022, prior to submitting their application. We are proud of this plan and the ambitious goals it sets for our team and the netball community across Queensland. The Strategic Plan can be accessed from the [Netball Queensland website](#).