



Shooting Australia Board Recruitment – Request for Expressions of Interest

1. ABOUT SHOOTING AUSTRALIA

Shooting Australia is the peak body for Olympic and Paralympic shooting in Australia. We are formally recognised by the International Shooting Sport Federation (ISSF), Sport AUS (formerly the Australian Sports Commission), Australian Institute of Sport (AIS), Australian Olympic Committee (AOC), Paralympics Australia (PA) and Commonwealth Games Australia (CGA).

Our Vision is 'Collectively driven sustained international Podium Success'. Our Purpose is 'To enable Australian athletes to be the World's Best'.

2. SHOOTING AUSTRALIA BOARD RECRUITMENT

Shooting Australia is seeking Expressions of Interest from suitable candidates to fill up to four (4) current and expected Board vacancies. Two of the vacancies are Board appointments and two of the positions will be elected by Shooting Australia's five Member Organisations as part of our usual Board rotation and renewal processes.

Shooting Australia has recently appointed an Independent Chair to its Nominations Committee which will engage with interested parties.

3. WHAT WE ARE LOOKING FOR

Ideal candidates will bring one or more of the following attributes:

- Backgrounds as senior leaders in sport, business or government. This may include senior executive experience in major national or state sporting organisations or bodies.
- A background in Olympic or Paralympic sport.
- Experience working in, or partnering with Australia's sporting network (e.g. Sport AUS, AIS or the National Institute Network).
- Direct experience in the leadership of successful high performance athlete pathways and programs.
- Professional qualifications in areas such as finance or law.

We are seeking candidates from within and outside our sport. Shooting Australia supports diversity. We will seek to appoint/elect women in at least two of the four positions.



Candidates should be independent of Shooting Australia and our athletes, personnel and key stakeholders, and otherwise free of conflicts of interest. Under our Constitution, officers of Shooting Australia's Member Organisations (i.e. Directors or employees) are not eligible for these positions.

4. HOW TO APPLY

Appointed Directors

Expressions of Interest for Appointed Directors are to be forwarded to Shooting Australia CEO, Adam Sachs, at adam@shootingaustralia.org by Friday 9 September and should include:

- A current CV or outline of skills;
- A letter of introduction outlining your interest in the position; and
- Contact details of three referees.

If you have questions regarding your Expression of Interest, please don't hesitate to contact Adam at the email address above.

Elected Directors

Expressions of Interest for Elected Directors should be forwarded to the relevant Member Organisation.





Shooting Australia - Board Skills Matrix
Last Updated 10 April 2024

SA Objectives	Examples of Potential Director Skills/Background/Attributes	Address via Internal Candidates (Elected)	Address via External Candidates (Appointed)
A well-planned business with successful execution/an effective employer with a positive culture	Senior leadership in sport, business or government	Yes	Yes
Prudent and effective financial and risk management	Senior finance or legal professionals	Yes (Finance essential)	Yes (Finance essential)
Strong governance	Directors with external board experience or senior executives who have reported to boards	Yes	Yes
Effective partner(s) within Shooting	Internal (to shooting) candidates who understand the sport, its governance (domestic and international), and challenges and opportunities. May be past Olympians/Paralympians but not be current candidates for AUS Team selection nor their associates	Yes	Yes
HP partner - System/advocacy	Current or past leaders with a positive track record working with/within government and other relevant sport sector stakeholder organisations Strong positive relationships with Government, Sport AUS/AIS, AOC, PA, CGA etc. providing an opportunity to understand and influence		Typically yes
HP Partner – Performance programs/success	Current or past leaders with a positive track record in developing and/or delivering performance success		Typically yes
Other Considerations	Sport Governance Principles 4 - Board Diversity and Structure requires no gender to account for more than 60% or less than 40% of the total number of directors.	Yes - female candidate required	Yes - female candidate required
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Decision making that is free of conflicts or competing interests	Candidates should be as free as reasonably possible of actual, potential and perceived conflicts of interest (competing interests), AND candidates and directors need to be willing and able to place their director role ahead of their other activities in the sport. Practical examples of problematic situations or risks are outlined in Note 1 below. Shooting Australia's Director Code of Conduct requires Directors to avoid conflicts of interests. Directors agree in writing to comply with the Code of Conduct, and commit to resign if otherwise.	Applies to all candidates	Applies to all candidates
		Now 5 Directors	Maximum = 2

Notes

1. Notwithstanding that these are volunteer roles, under law directors owe a fiduciary duty to the company (Shooting Australia) at all times. The obligation to protect and promote the company's interests applies to the activities as a whole (directors must not act as "representatives") - and applies whether acting for Shooting Australia in the board role or operating in the sport and community.

Some practical examples of problematic situations or risks include:

- Potential elite athletes and their associates (which would include formal and informal coaches and family members) have a conflict of interest (and are directly excluded from acting as directors by our constitution);
- Commercial operators within the sport have financial interests which can be expected to be more pressing than those arising from an unpaid director role;
- Directors who are motivated by or focused on a limited interest - for example a specific event, stakeholder group, venue or event - without clearly demonstrating a willingness to engage with the needs of the organization and sport as a whole;
- Directors seeking to promote activities in the sport that are in competition or tension with Shooting Australia's activities; or
- Director appointment being seen as a stepping stone to other opportunities or appointments, domestically or offshore.