

## **CEO - Basketball New Zealand - Position Overview**

Basketball New Zealand is the national sporting organisation responsible for the development, promotion, governance and control of basketball throughout New Zealand.

Over recent years this high profile Olympic and Commonwealth Games sport has enjoyed phenomenal success at all levels of participation and competition.

The Tall Blacks placed fourth at the 2002 FIBA World Championship and, along with the Tall Ferns, secured a silver medal at the 2006 Melbourne Commonwealth Games. Domestically, the game has never been stronger with an estimated 240,000 people playing basketball throughout New Zealand.

The board is committed to strengthening and broadening the services, role and activities of Basketball New Zealand and is seeking a chief executive officer to drive and deliver these plans.

Office Location:	Basketball New Zealand offices are situated in Wellington.
Web Site:	Basketball New Zealand has a comprehensive website which includes information and news items. The website address is: <a href="http://www.basketball.org.nz">www.basketball.org.nz</a>
Position Title:	Chief executive officer
Employer:	Basketball New Zealand
Reports To:	Basketball New Zealand board. The chief executive officer will interact with the president on a regular basis.
Salary:	A competitive package commensurate with a position of this nature will be available to the right person. Candidates are invited to indicate their remuneration expectations at the time of applying.
Location:	Basketball New Zealand office and other locations as required.
Position Overview:	As chief executive officer you will be responsible for building the Basketball New Zealand business, ensuring its future development and success through a range of commercial, sport and participatory focussed programs.

To be considered for this role you will need to be a contemporary and professional manager with leadership, energy, vision and integrity. You will have the skill to navigate through complex issues prioritising, managing and delivering outcomes to achieve the strategic objectives of Basketball New Zealand.

Above all else, you will be an inspirational manager with the ability to lead the Basketball New Zealand professional staff, volunteers and officials.

The maintenance of a robust participation base is seen as a key challenge in this role, firstly to ensure the opportunity is available for people to participate at the level to which they aspire and secondly to create pathways to the established and successful elite programs.

This is a prized New Zealand sport management role with the opportunity to work in a sport with a reach from grass roots to Olympic level.

This is a key strategic and tactical leadership role. You will provide leadership and direction and coordinate all activities of Basketball New Zealand (BBNZ) in accordance with the goals and objectives of BBNZ and the board; to safeguard and grow the sport of basketball within New Zealand and to be seen as an advocate for basketball with all stakeholders.

This role is a pivotal contact between the sport of basketball and all commercial and organisational requirements across the sector.

**Key Duties:**

The chief executive officer will be expected to fulfil a number of key duties, including:

1. Management - assume the overall responsibility for the management of the day to day operations of Basketball New Zealand; provide leadership and direction to the staff, associations, volunteers and membership of Basketball New Zealand.
2. Revenue – develop stable and diverse revenue streams, underpinning the delivery of Basketball New Zealand's programs, services and activities. This revenue will include sponsorships, events and trust income.
3. Planning and Policy - initiate, develop, contribute to and implement strategy and policy matters.
4. Financial – in conjunction with the directors and the Finance Sub-Committee, manage Basketball New Zealand's operations in a transparent, efficient and profitable way.
5. Representation & Relationships - provide effective and active representation of Basketball New Zealand at all levels including the board. Develop and enhance Basketball New Zealand's relationships with stakeholders including member associations,

Sparc - Sport and Recreation New Zealand and the New Zealand Academy of Sport.

6. Promotion & Marketing - ensure the optimal development and promotion of all activities, services and programmes of Basketball New Zealand.
7. Event Management – ensure the Basketball New Zealand event focus is robust, fulfilling the established developmental, promotional and financial objectives.
8. Sport Development - ensure strategies and practices are in place to provide the optimum performance of Basketball New Zealand athletes in domestic and international competitions. Importantly these strategies must deliver international results while also driving the participation base across all ages, genders and cultures in New Zealand.

#### Professional Capabilities and Experience Required:

- Broad business experience gained in a senior executive or general management role is required, preferably gained in the sports sector or within a complex organisation with multiple stakeholders.
- Previous experience operating at board level would be an advantage.
- Able to formulate strategy and policies and translate these into operational activities.
- Experience with budget planning and management, as well as understanding of financial processes and statutory requirements.
- Proven experience in leading and managing a team.
- A background in sport management or the sport of basketball is considered essential.
- A relevant tertiary qualification will be highly regarded

#### Attributes & Competencies Required:

- Strong, effective leadership skills with the ability to inspire others to achieve the business objectives of Basketball New Zealand
- An astute manager of people, with the ability to both identify and harness the specialist knowledge of staff, officials, volunteers and other stakeholders for the benefit of Basketball New Zealand as a whole
- Superior presentation and communication skills and the ability to act as the public “figurehead” of Basketball New Zealand

- A keen perception, the ability to relate to people at all levels and the capacity to achieve high level credibility with stakeholders
- An open personality, assured, persuasive, with a balanced ego, strong sense of self, a sense of humour and unquestioned integrity
- Strong, energetic, inclusive, decisive and *down-to-earth* leadership style
- A practitioner of modern business practices, with the capacity to think and plan at the strategic level; the ability to grow an organisation through steady and continuous improvement against established performance objectives;
- Understand and be able to demonstrate both problem solving skills and strong critical analysis
- Strong brand and positioning skills, with the capacity to identify commercial opportunities and build stable and diverse revenue streams;
- Experience in dealing with, or the capacity to deal with, government agencies (SPARC) particularly in development funding
- Solid financial acumen, including the capacity to interpret and report on financial accounts
- Ability to travel to enable them to lead from the front when required

Reviews: Performance appraisals will be conducted against mutually established performance objectives and will be carried out by members of the board of Basketball New Zealand at agreed intervals.

Hours of Work: The nature of the position requires out of hours work, domestic and international travel.

No time in lieu arrangement exists for additional hours worked, as the remuneration package will reflect the extent of commitment.