



To: Squash Australia Members
From: Nominations Committee
Subject: Candidates for election at the 2019 AGM
Date: 15th November 2019

The Squash Australia Nominations Committee (NomCom) conducted an assessment of the five candidates for election in accordance with the approved Charter:

David Mandel - re-standing
Chris Sinclair - re-standing
Dale Robbins - re-standing
Adam Carter
Matt Schmidt

The members of the Nominations Committee were Margot Foster AM (chairman) with Mike Bainbridge (president of Basketball Victoria) and Laura Johnston (principal of Laura Johnston People, Integrity & Culture Consulting). Mike and Laura were invited to join the NomCom as its two other board member members, David Mandel and Dale Robbins, were ineligible by virtue of being candidates for election.

Process

The approach to assessing the candidates was a structured one. Each was given, in the nomination information distributed by the CEO in accordance with the Constitution, instructions as to the criteria to be address in the written material in support of the formal nomination. Each member of NomCom spoke to each candidate separately and asked four agreed questions designed to elicit information about different and other skills, experiences and opinions about the state of the sport and its future including challenges.

The written criteria, as published, were

1. *Governance (Essential)*

Demonstrated experience and understanding of good governance and especially:

- 1.1** *The leadership role of a Board and of its Directors;*
- 1.2** *An understanding and knowledge of the principles of good governance including but not limited to a director's legal and fiduciary duties as set out above.*
- 1.3** *The ability to focus on strategic rather than operational issues, and the corresponding ability to distinguish between matters for the Board and matters for management;*
- 1.4** *The ability to work cooperatively and as part of a team on a Board;*

1.5 *The requirements to meet the obligations of being a Board member including preparations for and participatory attendance at meetings, contributions out of meeting time and attendance at Squash Australia events when and where appropriate and/or as agreed by the Board.*

1.6 *Evidence of previous not for profit board experience in any industry.*

2. *Sport (Desirable)*

2.1 *An understanding of the Australia sports system;*

2.2 *An understanding of the structure of and roles within Squash Australia;*

2.3 *An understanding of one or both of participation and high performance, and the pathways and opportunities in each as provided by, and as might be provided by, Squash Australia now and into the future*

3. *Skills and Experience (Essential)*

A proven background in one or more of the following areas:

3.1 *Big picture and strategic thinking ability and capacity;*

3.2 *Legal and detailed governance skills and experience*

3.3 *Communications knowledge and experience;*

3.4 *Government relations knowledge and experience.*

With consideration given to candidates with

4. *Professional skills and experience*

4.1 *Finance and accounting skills and experience*

4.2 *Digital, PR and/or marketing skills and experience*

4.3 *Sport industry experience with integrity focus.*

Verbal questions

1. Why do you want to be on the board or why do you want to continue to be on the board
2. What will you be able to do for SA in this next term that you haven't done or been able to be done so far
3. What is your best skill and how will that benefit the governance of the sport
4. What do you think is the biggest issue that Squash faces and what is its greatest challenge

Method

The 4 written questions were rated for each candidate out of a total of 20 for each member of the NomCom as were the verbal questions making a total of 40 points per candidate. Thus each candidate received a final score out of 120, combining the scores of the three members of NomCom.

It should be noted that questions 1 and 3 in the written component, as required elements, were rated out of 6 and questions 2 and 4 out of 4. Each verbal question was rated out of 5.

Furthermore prior to reading the written material and making the individual phone calls the NomCom had agreed that a “pass mark” as it were would be 70% or 85/120. There is of course no prohibition on any candidate not meeting that mark continuing to stand for election.

Assessment

Each member of NomCom conducted his or her own assessment and there was no communication among or between its members during the process.

Upon tallying the scores the results were

David Mandel	93%
Chris Sinclair	65%
Dale Robbins	76%
Adam Carter	79%
Matt Schmidt	85%

The members of the NomCom were struck by the recognition by each candidate of the need for clear, open and fearless conversations and communications to enable Squash Australia to function productively, which view is commended as a solid basis on which to conduct and transact the business of the sport.

NomCom thanks the candidates for the time they made available to speak to each member individually and to answer the questions put in detail, and with both thoughtfulness and frankness.

The Nominations Committee wishes the Members at the AGM well in its decisions as to who is elected to the board of Squash Australia so as to provide strong, robust and visionary leadership that will enable the sport to not only survive but thrive.