



## **CALL FOR NOMINATIONS & NOMINATION CRITERIA**

### **FOR THE SQUASH AUSTRALIA BOARD 2019**

Squash Australia calls for nominations from suitably qualified individuals for election to fill the three Director positions, each for a two year term, at its AGM on Sunday 24<sup>th</sup> November 2019.

#### **Squash Australia's *Mission***

To be an innovative and highly respectable sports organisation, the most successful racquet sport in Australia by enabling Australian players, coaches and officials of all ages, cultural backgrounds and skill levels to have the opportunity to excel in squash and in life

#### **Squash Australia's *Goals***

- Squash will be a thriving participant sport for all Australians;
- Provide an excellent member experience;
- Run world class events for all members;
- Stop the decline of squash courts by making facilities attractive, enticing, professionally operated and financially sustainable;
- Win medals that matter for Australia
- Squash personnel will be competent to deliver the sport through an underpinning professional development program;
- Squash Australia will have the network required to influence key decisions in its favour;
- Squash will enhance its profile, through media and new technologies;
- Squash will be well administered and focused on local delivery through a shared Australia-wide vision.

---

Nominations criteria & process 2019

Principal Partner



Official Ball



## Squash Australia's Values

- Collaborative – bringing everyone together
- Bold – ambitious, creating the future
- Inclusive – include all in society
- Innovative – embracing change
- Clear – communicating effectively
- Transparent – ensuring a level playing field

Squash Australia's voting members are the eight State and Territory squash associations.

[Squash Australia's Strategic Plan 2016-2022 can be found here.](#)

Squash Australia's Board has established a number of Working Groups each of which is chaired by a Director. These are for Participation, Facilities, High Performance, Events, Education, Profile and Membership.

## THE ROLES & RESPONSIBILITIES OF THE BOARD & ITS MEMBERS

The key roles of the Board are to provide:

- Strategy formulation and approval
- CEO monitoring, evaluation, mentoring and remuneration
- Monitoring of organisational performance, including financial performance
- Overview of risk management policies and performance
- Overview of compliance policies and practices
- Ensuring top level policy framework exists, ratifying policies
- Networking on behalf of the organisation
- Communication with members and key stakeholder groups
- Decision making
- Ensuing ongoing effective governance

### Directors' Responsibilities

The fiduciary duty of Directors is to act in the interests of the organisation as a whole and not to represent individual constituents. Thus, once elected, the board should have the ability to operate independently in the interests of the organisation as a whole, free from undue influence. The legal duties of individual Directors include the requirement to:

- act in good faith and for a proper purpose;

---

Nominations criteria & process 2019

Principal Partner



Official Ball



- exercise due care and diligence;
- ensure the organisation does not continue to carry on its business while insolvent;
- meet the requirements of various other federal, state and territory laws that directly impact on the organisation interests of the organisation as a whole, free from undue influence.

## NOMINATION CRITERIA & PROCESS

The criteria for the Board positions are as follows and have been set having regard to the Squash Australia Strategic Plan, the good governance principles applicable to the creation of a skills-based Board and the skills assessment and analysis conducted by the Board.

### 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;

---

Nominations criteria & process 2019

Principal Partner



Official Ball



- 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

- 3.5 Finance and accounting skills and experience
- 3.6 Digital, PR and/or marketing skills and experience
- 3.7 Sport industry experience with integrity focus.

#### 4. Additional Information

- 4.1 The Squash Australia Board comprises of 5 elected members. There are also up to 2 Board appointed positions. Its President is elected by the Board.
- 4.2 In 2019, there will be 3 elected vacancies on the Board each for a period of two years.
- 4.3 The Directors whose positions expire at the 2019 AGM are entitled to stand again, and have expressed their interest to do so.

#### 5. Instructions

- 5.1 Nominations for the above positions close on the 18<sup>th</sup> October 2019 at 5:30pm AEST and should be submitted to the Squash Australia CEO at [ceo@squash.org.au](mailto:ceo@squash.org.au)
- 5.2 Nominations should include a CV (not exceeding 3 pages), and a cover letter (not exceeding 2 pages) addressing the above criteria item by item. Applicants are discouraged from submitting generic cvs and cover letters which fail to address the criteria.
- 5.3 Nominations must be accompanied by a signed Nomination Form.
- 5.4 Nominees should provide an indication of the Squash Australia Working Groups they could Chair with a supporting statement on why they are best qualified to do so. They are Participation, Facilities, High Performance, Events, Education, Profile and Membership. Details of the working groups are [here](#).
- 5.5 Nominees' covering letters will be circulated to Squash Australia members prior to the AGM in November 2019. Nominees will be given the opportunity to make a 3-minute presentation to the members prior to voting.
- 5.6 Nominees' covering letters will be accompanied by a report from the Nominations Committee as to the extent to which candidate meets the criteria above.
- 5.7 Nominees who proceed to election will be required to sign the Squash Australia Board Code of Conduct prior to the vote taking place. Please contact the Squash Australia office for a copy of the Code of Conduct.

---

Nominations criteria & process 2019

Principal Partner



Official Ball

