

INTRODUCTION

Paddle Australia (PA) is the National Sporting Organisation (NSO) responsible for the management, coordination, development, and promotion of paddling in Australia. PA is recognised by the Federal Government and represents the interests of its members to government and the public. PA's vision, contained in the [Strategic Plan for Paddling in Australia](#), is for 'A United Paddling Community'.

PA is committed to the provision of a high standard of competition, safety, and opportunity for paddling participation in Australia. This includes the development and delivery of the successful Canoe Slalom and Canoe Sprint Olympic and Paralympic programs and the six non-Olympic disciplines (Canoe Freestyle, Canoe Marathon, Canoe Ocean Racing, Canoe Polo, Wildwater Canoeing, and SUP), as well as recreational paddling.

PA is recognised by the International Canoe Federation (ICF); Oceania Canoe Association (OCA); Australian Sports Commission (ASC), Australian Institute of Sport (AIS); Australian Olympic Committee (AOC) and Paralympics Australia. As the peak body for paddle-related activity in Australia, PA works collaboratively with six (6) State Paddle Associations (SPAs), around 125 active clubs, eight (8) disciplines and approximately 12,000 members, instructors, and coaches and a broader community of some 400,000 paddlers.

Operating in a commercial and inclusive manner with government, business, and community, PA ensures the value of competitive and recreational paddling is understood and supported in all policy and business decisions.

There are currently eight members of the PA Board. The Board normally comprises five (5) Elected Directors and four (4) Appointed Directors. The Board is now seeking to fill a Casual Vacancy for an Elected Director to complement the skills of the current directors.

PADDLE AUSTRALIA VISION AND VALUES

Our Vision: **A United Paddling Community**

Our Values: **Collaboration** – working respectfully together for improved outcomes
Inclusiveness – ensuring safe places, fair play and embracing diversity
Transparency – building consensus through open engagement
Excellence – striving at all times to deliver our best

LEGAL ENTITY

PA is a company limited by guarantee in accordance with the Corporations Act 2001 (Cth).

KEY RESPONSIBILITIES

The PA Board of Directors is responsible for the governance of PA and its strategic development and growth. Key functions are delegated to Board Committees, the CEO, and senior management. The Board has final responsibility for the governance of the organisation. In doing so, it strives to achieve best practice principles. Our key policies can be found on the

[PA Website](#). The Board is particularly conscious of the need to ensure the organisation adapts quickly and effectively to the post COVID-19 environment.

The key roles of the Board of Directors include:

- Formulating and implementing goals and strategic direction.
- Determining policies relevant to the governance and performance management of the business.
- Ensuring compliance with legal requirements.
- Approving the budget.
- Ensuring the financial viability of the organisation.
- Appointing and managing the performance of the CEO; and
- Establishing and determining the functions of Board committees

SELECTION CRITERIA

As PA enters the next phase of its transformation, we are seeking Expressions of Interest from individuals to fill a Casual Vacancy on the Board, with a background and range of skills that complements those of the current Directors. Experience in sports governance and an understanding of the Australian sporting landscape is preferred.

GENERAL

Demonstrated experience in one or more of the following areas is desirable:

- Experience and/or qualifications as a Company Director.
- Previous experience on a National Sport or Corporate Board
- Background and experience in the administration of community sport.
- Experience and knowledge in corporate/sport governance and pathways.
- An interest in and strong sense of paddling in the community

REQUIRED

PA's organisational focus is on initiatives that will transform paddling in Australia at all levels, delivered principally through improved digital capability. Collaboration, communication, flexibility, adaptability, and constant readiness to change will ensure both the technical and the human components of the organisation work seamlessly together to achieve our goal.

To this end, PA is looking to strengthen its Board skillset with expertise in:

1. **Corporate Governance**
2. **Learning and Development**

SELECTION

PA has established a Nominations Committee (NC). The NC will consider all Expressions of Interest received and will arrange interviews as part of the selection process. First round

interviews will take place online on Wednesday 15 February. Candidates being invited for interview will be contacted on Tuesday 14 February to schedule a mutually convenient time. The NC will make recommendations to the current Board of Directors on the most suitable individual to join the Board and fill the casual vacancy position.

Those lodging Expressions of Interest must declare any positions they hold in a State Paddle Association, including as an Office Bearer, Director or a paid appointee. If an individual is offered a place on the PA Board, they must resign from their position in the State Paddle Association, including but not limited to a position as Officer, Director or a paid appointee.

CASUAL VACANCY NOTES

A Casual Vacancy in the ranks of the Elected Directors can be filled by the PA Board in accordance with clause 13.10(a) of the [PA Constitution](#). Candidates should note clause 13.10(b) that states: *A person appointed under clause 13.10(a) holds office until the next Annual General Meeting at which time they can offer themselves for re-election.*

The Paddle Australia AGM is scheduled for Saturday 28 October 2023

CONDITIONS

PA Director positions are voluntary. Travel and accommodation expenses incurred in the course of PA activities are reimbursed at cost.

Board meetings are held on a bi-monthly basis, either face-to-face, via teleconference or online.

EXPRESSIONS OF INTEREST

Expressions of Interest should include a resume of no more than four pages and a letter of application of one to two pages outlining the skills and experience of the candidate.

Those wishing to discuss the requirement of the role in more detail are welcome to contact the CEO, phil.jones@paddle.org.au

Information should be sent by email to arrive by close of business on Friday 10 February 2023 and directed to the:

Chief Executive Officer

Paddle Australia

PO Box 6805, Silverwater NSW 2128

Email: governance@paddle.org.au