

2026

CALL FOR ELECTED DIRECTOR

Introduction

AusTriathlon Ltd ABN 67 007 356 907 is the National Sporting Organisation responsible for the governance, development and promotion of triathlon and multisport in Australia.

As a not-for-profit company limited by guarantee, AusTriathlon works with its members, State and Territory Triathlon Associations (STTAs), clubs, participants, athletes, volunteers, partners and broader sporting stakeholders to support the growth and success of the sport at all levels.

AusTriathlon represents Australia within the international triathlon community through its relationship with World Triathlon and provides national leadership across participation, pathways, High Performance, events, integrity and the broader development of the sport.

AusTriathlon is committed to maintaining a contemporary, skills-based and diverse Board that brings together the experience, capabilities, perspectives and leadership required to govern the organisation effectively and support the long-term growth and success of triathlon in Australia.

The Opportunity

AusTriathlon is seeking nominations from suitably qualified and eligible individuals for three (3) Elected Director positions that will become vacant at the 2026 Annual General Meeting.

This represents an opportunity to contribute to the strategic leadership and governance of a National Sporting Organisation at an important point in the continued evolution of triathlon in Australia.

The Board is guiding AusTriathlon through its next phase of development, including the continued evolution of its unified operating model, implementation of its future strategic direction, advancement of High Performance and athlete pathways, sustainable participation and membership growth, financial and commercial sustainability, and the opportunities presented by the pathway to the Brisbane 2032 Olympic and Paralympic Games.

AusTriathlon is seeking high-calibre candidates who can bring diverse skills, experience, backgrounds and perspectives to the Board and contribute to its collective capability and effectiveness.

Skills and Experience Being Sought

Following consideration of AusTriathlon's current and emerging strategic priorities, the Board Skills Matrix and the collective capabilities of continuing Directors, three priority capability areas have been identified for the 2026 election process:

- Legal, Governance and Regulatory
- Finance, Audit and Financial Strategy
- Marketing, Communications, Media and Brand

These three capability areas are not listed in any order of priority. They are weighted equally in preference over and above the other capability areas to complement the existing Board profile.

Candidates with significant senior-level professional experience in one or more of these areas are particularly encouraged to nominate.

While these areas are of particular interest, candidates are not expected to demonstrate expertise across all three. AusTriathlon also welcomes nominations from suitably qualified candidates with broader skills, experience and perspectives who can demonstrate their capacity to make a meaningful contribution to the collective capability and effectiveness of the Board.

Further information regarding the skills, experience and capabilities being sought is contained in the 2026 Board Search Statement and Director Position Description.

2026 Board Election

In accordance with the AusTriathlon Constitution, the election of Elected Directors will take place at the AusTriathlon Annual General Meeting (AGM), scheduled to be held on Friday 27 November 2026.

Three (3) Elected Director positions will become vacant at the AGM.

The terms of the following Elected Directors expire at the 2026 AGM:

- Ms. Tracie Edmondson
- Ms. Nickie Gibson
- Mr. Brian McGovern

Of the incumbent Directors eligible to nominate for re-election, Ms. Gibson and Mr. McGovern have advised that they will not be seeking re-election.

To maintain gender parity in the composition of the AusTriathlon Board, at least two (2) of these three (3) vacancies shall be filled by women.

This requirement reflects AusTriathlon's commitment to strong, diverse and inclusive governance and ensures the composition of the Board continues to meet the applicable requirements and expectations of the National Gender Equity in Sports Governance Policy and the Australian Sports Commission Sports Governance Standards.

Accordingly, the gender composition of the Board will be a relevant consideration in the assessment and recommendation of candidates for the available Director positions, alongside the skills, qualifications, experience and other attributes required to support the effective governance and strategic leadership of AusTriathlon.

The terms of the Elected Director positions will be either one (1) year or three (3) years. The allocation of terms will be determined having regard to the requirements of the AusTriathlon Constitution and the importance of maintaining appropriate Board continuity and Director rotation.

Eligibility

To be eligible for election as an AusTriathlon Director, a nominee must:

- satisfy the eligibility requirements for an Elected Director prescribed by the AusTriathlon Constitution;
- demonstrate the skills, experience and personal qualities relevant to the role, having regard to the Director Position Description and the 2026 Board Search Statement;
- agree to be bound by, and act in accordance with, the AusTriathlon Constitution and all applicable policies, codes and governance requirements;
- be willing and able to comply with all mandatory integrity, safeguarding, probity and compliance requirements applicable to AusTriathlon Directors; and
- not hold an office or position that would make the nominee ineligible to serve as an AusTriathlon Director under the Constitution, including any applicable restrictions relating to office bearers of a State or Territory Triathlon Association.

Nominees should carefully review the Director Position Description, 2026 Board Search Statement, AusTriathlon Constitution and other relevant nomination materials before submitting their nomination.

How to Nominate

Candidates wishing to nominate for election as an AusTriathlon Director must submit the following four (4) documents:

- a cover letter of no more than one (1) page;
- a current curriculum vitae or résumé of no more than two (2) pages;
- a completed Elected Director Application Form; and
- a completed Selection Criteria Response Form

Candidates are responsible for ensuring that their nomination is complete and that all required documentation is submitted by the closing date.

Late or incomplete nominations will be managed in accordance with the requirements of the AusTriathlon Constitution and the nomination and election process.

Closing Date

Nominations and all required supporting documentation must be received by the AusTriathlon Company Secretary no later than:

11:59pm (AEST) on Wednesday 30 September 2026.

Applications must be submitted to the Company Secretary via:

Lori Organ

Email: lori.organ@triathlon.org.au

Information Provided to Voting Delegates

As part of AusTriathlon's commitment to a transparent, fair and informed Director election process, candidate nomination materials will be provided to voting delegates of the State and Territory Triathlon Associations (STTAs) to assist them in considering candidates standing for election.

Candidate nomination materials will be provided to voting delegates substantially in the form submitted by the candidate and will not be summarised, paraphrased or otherwise substantively amended by AusTriathlon.

Only personal identifying information that is not necessary for the purposes of the election process will be redacted prior to distribution.

Information provided to voting delegates may include:

- curriculum vitae or résumé;
- cover letter or statement of interest;
- completed Selection Criteria Response Form;
- completed Elected Director Application Form, where relevant to consideration of the candidate; and
- other candidate information submitted as part of the nomination process and considered relevant to the election process.

Candidates should therefore prepare and submit their nomination materials on the understanding that, subject to the redaction of personal identifying information not required for the election process, the substantive content of their application will be shared with STTA voting delegates in the form in which it was submitted.

By submitting a nomination, candidates acknowledge and agree to the disclosure of their nomination materials to STTA voting delegates for the purposes of the 2026 Elected Director election process.

Consideration and Assessment of Nominations

AusTriathlon's Nominations Committee is responsible for overseeing a fair, transparent and merit-based assessment of nominations received for election to the AusTriathlon Board.

The Nominations Committee will assess each nomination having regard to:

- eligibility requirements under the AusTriathlon Constitution;
- the Director Position Description and relevant selection criteria;
- the skills, experience, capabilities and personal qualities demonstrated by each candidate;
- AusTriathlon's current and emerging strategic priorities;
- the Board Skills Matrix and the collective skills and experience of continuing Directors;
- the priority capability areas identified for the 2026 election process; and
- the overall contribution each candidate could make to the collective capability, diversity and effectiveness of the AusTriathlon Board.

The role of the Nominations Committee is to independently assess nominations in accordance with the AusTriathlon Constitution, the Committee's Terms of Reference and the approved election process.

Applicants will be advised by **Wednesday 7 October 2026** whether their nomination has been determined eligible to proceed through the election process.

Nominations Committee

In 2026, the Nominations Committee comprises four (4) persons appointed by the AusTriathlon Board, with due consideration given to gender representation and the Board being satisfied that each appointee possesses the relevant skills, qualifications and experience necessary to effectively undertake their role on the Nominations Committee.

The Nominations Committee comprises:

- one (1) Independent Chair;
- one (1) member of the AusTriathlon Board; and
- two (2) members representing the STTAs.

An AusTriathlon staff member provides administrative and executive support to the Nominations Committee and does not participate in candidate assessment or decision-making unless expressly provided for under the Nominations Committee's Terms of Reference.

The Nominations Committee will undertake its responsibilities independently and in accordance with the AusTriathlon Constitution, its approved Terms of Reference and the principles of fairness, transparency and merit-based assessment.

Key Dates

Nominations close:

11:59pm (AEST), Wednesday 30 September 2026

Applicants advised of eligibility:

Wednesday 7 October 2026

AusTriathlon Annual General Meeting and Director Election:

Friday 27 November 2026

Further Information

For further information regarding the nomination or election process, please contact:

Lori Organ
AusTriathlon

Email: lori.organ@triathlon.org.au