

BOARD SEARCH STATEMENT

Date: September 2026

About AusTriathlon

AusTriathlon Ltd ABN 67 007 356 907 is the National Sporting Organisation (NSO) 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, 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 is responsible for providing 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 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 one of Australia's national sporting organisations at an important point in its evolution.

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 Brisbane 2032.

Following consideration of AusTriathlon's strategic priorities, the Board Skills Matrix and the collective capability 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.

The Board and Role of a Director

AusTriathlon is governed by a skills-based Board comprising elected and appointed Directors who collectively provide strategic leadership, effective governance and oversight of the organisation in the best interests of AusTriathlon and the sport of triathlon and multi-sport in Australia.

AusTriathlon seeks high-calibre Directors who bring diverse skills, experience, backgrounds and perspectives to the Board.

Directors are expected to demonstrate sound judgement, integrity and independence of thought. They should be willing to ask questions, constructively challenge assumptions and contribute their expertise and perspectives to robust, respectful and evidence-based Board discussions.

Equally, Directors must be able to collaborate effectively, listen to different viewpoints and support collective decision-making.

Directors are expected to demonstrate commitment to contemporary governance practice, strategic thinking, innovation, financial sustainability and responsible stewardship. They must maintain a clear distinction between governance and management while providing appropriate oversight, support and constructive challenge to the Chief Executive Officer and Executive.

AusTriathlon values diversity and inclusion and recognises that a range of backgrounds, experiences, perspectives and ways of thinking strengthens Board decision-making and organisational performance. The Board is committed to fostering a culture of respect, trust, inclusion, integrity and accountability within the Board, across the organisation and throughout the sport.

Directors have an opportunity to contribute to the future direction of triathlon in Australia at an important time for the sport, including its continued organisational evolution, participation and membership growth, High Performance ambitions, commercial sustainability and the opportunities presented by the pathway to the Brisbane 2032 Olympic and Paralympic Games.

Director positions are voluntary.

The Board ordinarily meets bi-monthly, primarily via Microsoft Teams, with approximately one to two face-to-face meetings each year aligned, where practicable, with strategic planning, the Annual General Meeting or other significant organisation or sporting events.

Directors are also expected to commit appropriate time to meeting preparation, relevant Board committees and other agreed Board activities.

2026 Board Election Process

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.

Skills and Experience Being Sought

AusTriathlon is committed to maintaining a Board with an appropriate and diverse mix of skills, experience, knowledge and perspectives to effectively govern the organisation and support the achievement of its strategic objectives.

Having considered AusTriathlon's current and emerging strategic priorities, together with the Board Skills Matrix and the collective capabilities of continuing Directors, the Nominations Committee has identified three priority areas in which it is particularly seeking to strengthen the Board's capability through the 2026 election process.

Legal, Governance and Regulatory

Candidates with senior-level legal experience and the ability to bring a strong governance and regulatory perspective to Board deliberations are particularly encouraged to nominate.

Relevant experience may include:

- Corporate, commercial or sports law.
- Corporate governance and Directors' duties.
- Regulatory and compliance environments.
- Integrity, safeguarding and dispute resolution.
- Contractual and commercial arrangements.
- Legal risk and organisational risk management.
- Experience advising Boards, executives or complex organisations on significant legal, regulatory or governance matters.

Finance, Audit and Financial Strategy

Candidates with significant senior-level financial, accounting, audit or commercial finance experience who can contribute to the Board's oversight of AusTriathlon's financial performance and long-term sustainability are particularly encouraged to nominate.

Relevant experience may include:

- Financial strategy, management and reporting.
- Accounting, audit and assurance.
- Budgeting, forecasting and financial analysis.
- Financial risk and internal controls.
- Investment and reserves management.
- Commercial decision-making and business modelling.
- Revenue diversification and long-term financial sustainability.
- Experience providing financial leadership or oversight within complex organisations.

Marketing, Communications, Media and Brand

Candidates with senior-level experience in marketing, strategic communications, media, public relations or brand who can contribute to strengthening AusTriathlon's profile, engagement and strategic positioning are particularly encouraged to nominate.

Relevant experience may include:

- Marketing and brand strategy.
- Strategic communications and public relations.
- Media strategy and engagement.
- Digital and social media strategy.
- Reputation and issues management.
- Stakeholder and community engagement.
- Audience, membership or customer growth.
- Sponsorship activation and commercial partnerships.
- Experience positioning and growing the profile of organisations, brands or sports in complex stakeholder environments.

Broader Board Capability

Candidates are not expected to demonstrate expertise across all three priority areas.

While these three areas have been identified as priorities for the 2026 election process, AusTriathlon welcomes nominations from suitably qualified candidates with broader skills and experience who can demonstrate their capacity to make a significant contribution to the Board.

The Nominations Committee will assess candidates having regard to their overall suitability, personal qualities and the contribution their particular skills, experience and perspectives would make to the collective capability and effectiveness of the AusTriathlon Board.

AusTriathlon particularly values candidates who combine relevant professional expertise with strategic thinking, sound judgement, independence of thought, constructive challenge, collaboration and a commitment to the long-term interests of AusTriathlon and the sport of triathlon in Australia.

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 Call for Directors Nominations;
- 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 applicable restrictions relating to office bearers of a State or Territory Association.

Nominees should carefully review the Director Position Description, Call for Director Nominations and relevant provisions of the AusTriathlon Constitution before submitting their nomination.

Call for Director Nominations

The AusTriathlon Annual General Meeting will be held and on Friday 27 November 2026.

AusTriathlon will formally call for nominations to fill three (3) Elected Director vacancies in advance of the 2026 Annual General Meeting.

The call for Director Nominations will be communicated by the Company Secretary and promoted through appropriate channels, including the AusTriathlon website, direct communication with voting members, relevant media and professional networks, and appropriate Board and Director recruitment platforms.

AusTriathlon is committed to conducting a broad and inclusive search to attract high-calibre candidates with the skills, experience, perspectives and personal qualities required to contribute effectively to the Board.

Particular emphasis will be placed on attracting candidates who can strengthen the Board's identified priority capability areas of:

- Legal, governance and regulatory;
- Finance, audit and financial strategy; and
- Marketing, communications, media and brand.

Eligible incumbent Directors may nominate for re-election, subject to the requirements of the AusTriathlon Constitution.

How to Nominate

Candidates wishing to nominate must complete the nomination process and provide all information required as part of the formal Call for Director Nominations.

The formal Call for Director Nominations will specify the documentation, and information candidates are required to submit, which is expected to include:

- a completed nomination form;
- a current curriculum vitae or résumé;
- a cover letter outlining the candidate's interest in and suitability for the role;
- responses addressing the identified skills, experience and selection criteria; and
- any other information or declarations required as part of the nomination and assessment process

Candidates should ensure they have reviewed the Director Position Description, Board Search Statement, AusTriathlon Constitution and other relevant nomination materials before submitting their nomination.

Closing Date

Nominations must be received by the AusTriathlon Company Secretary no later at 11:59pm (**AEST**) on **Wednesday 30 September 2026**.

Nominations and all required supporting documentation must be submitted to the Company Secretary via:

Lori.organ@triathlon.org.au

Late or incomplete nominations will be managed in accordance with the requirements of the AusTriathlon Constitution and the formal Call for Director Nominations.

Information Provided to Voting Delegates

As part of AusTriathlon's commitment to a transparent, fair and informed Director election process, candidates should be aware that documentation submitted as part of their nomination will be made available to the voting delegates of the State and Territory Triathlon Associations (STTAs) to assist them in considering the candidates standing for election.

Candidate materials will be provided substantially in the form submitted and will not be summarised, paraphrased or substantively amended by AusTriathlon, other than the redaction of personal, confidential or identifying information that is not necessary for the purposes of the election process.

Documentation provided to voting delegates may include:

- curriculum vitae or résumé;
- cover letter or statement of interest;
- responses addressing the identified skills, experience and selection criteria; and
- other candidate information submitted as part of the nomination process and identified as relevant to consideration by voting delegates.

Candidates should therefore prepare and submit their nomination materials on the understanding that, following the appropriate redaction of information not necessary 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 Director election process, subject to the redactions outlined above.

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, being Legal, Finance and Marketing, Communications, Media and Public Relations; and
- the overall contribution each candidate could make to the collective capability, diversity and effectiveness of the AusTriathlon Board.

Nominations Committee

The Nominations Committee is appointed by the AusTriathlon Board in accordance with its approved Terms of Reference, with appropriate consideration given to independence, skills, experience and gender representation.

The composition of the Nominations Committee for the 2026 Director election process will be communicated as part of the nomination and election process.

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 Committee:

- One (1) Independent Chair
- One (1) AusTriathlon Board member
- Two (2) STTA representatives

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

The Nominations Committee will undertake its assessment and make recommendations in accordance with the AusTriathlon Constitution, the Nominations Committee Terms of Reference and the approved election process.

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

Key Dates

Board Search Statement issued by: **Monday 14 September 2026**

Nominations close: **11:59pm AEST, Wednesday 30 September 2026**

Applicants advised of selection to proceed: **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

Email: lori.organ@triathlon.org.au

AusTriathlon