



Job Description

POSITION TITLE:
Board Director

**AUS
TRIATHLON**

VISION

- Extraordinary Performances and People Inspiring the Nation
- Creating a happier, healthier, and more connected nation through triathlon and multisport experiences.

MISSION 2028

- Athletes Achieving, Coaches Excelling, Systems Firing, Culture Thriving: "Game on"

MISSION 2032

- The World's Leading Triathlon Team Delivering Unprecedented Success
- 200,000+ Australians on start lines annually by 2032.

PURPOSE

- Enable more people to enjoy more triathlon and multisport experiences, in more places.

POSITION DESCRIPTION – BOARD DIRECTOR

AusTriathlon Ltd ABN 67 007 356 907 is the governing body for the sport of triathlon in Australia. It is a member of World Triathlon and is recognised by the Australian Sports Commission (ASC) as the National Federation representing Triathlon.

AusTriathlon is a National Sporting Organisation with the purpose of enabling more people to enjoy more triathlon and multisport experiences in more places. Our vision is to create a happier, healthier, and more connected nation through these experiences. AusTriathlon has three strategic priorities:

A sport for everyone – Making triathlon and multisport easier to access, more relevant and more rewarding for more people of all backgrounds, ages, genders, sexual orientations, and ability levels.

Winning well to inspire – Performance driven, athlete focused, optimised, and supported programs.

Working in harmony – Working together, through aligned structures, systems, and behaviours, to grow an industry leading national sports business.

The AusTriathlon Board is established by the AusTriathlon Constitution as a competency-based board comprised of up to six elected and up to three appointed Directors who collectively have the skills, knowledge, experience, and attributes to effectively govern the organisation particularly in an environment of significant change.

**KEY STRATEGIC
PRIORITIES AND
ISSUES CURRENTLY
BEING OVERSEEN
BY THE BOARD
INCLUDE**

- Continued evolution and optimisation of AusTriathlon's unified operating model, strengthening national alignment, collaboration, and organisational effectiveness across the sport.
- Strategic oversight and continuous improvement of the High Performance program and athlete pathways, including athlete wellbeing, sustainable performance outcomes, and alignment with Australia's High Performance Strategy.
- Oversight of the development and implementation of AusTriathlon's strategic direction, including clear measures of performance and organisational impact.
- Strengthening the long-term financial sustainability and resilience of AusTriathlon, including diversification of revenue and effective stewardship of the sport's resources.
- Driving sustainable participation and membership growth and ensuring triathlon remains accessible, inclusive, and relevant to existing and emerging participants.
- Maximising the strategic opportunities presented by the pathway to the Brisbane 2032 Olympic and Paralympic Games, including High Performance, participation, commercial growth, profile, and long-term legacy for the sport.
- Maintaining contemporary governance, integrity, risk management, and organisational capability appropriate to a leading National Sporting Organisation.

**KEY
RESPONSIBILITIES
OF BOARD
MEMBERS**

Within the overall responsibility for the effective governance and oversight of AusTriathlon, Directors are expected to participate actively in the following areas:

Governance, Risk and Accountability

- Ensure AusTriathlon maintains appropriate governance frameworks, policies, delegations, and internal controls consistent with contemporary governance practice.
- Ensure compliance with applicable legislation, regulation, the Constitution, policies, and other legal and regulatory obligations.
- Oversee the identification, assessment, and management of material strategic, operational, financial, integrity, legal, regulatory, and reputational risks.
- Approve and periodically review AusTriathlon's risk appetite and monitor performance against that appetite.
- Monitor the effectiveness of AusTriathlon's risk management, compliance, integrity, and assurance frameworks.
- Appoint, support, and hold accountable the Chief Executive Officer, including oversight of performance, remuneration and succession planning.
- Provide appropriate governance oversight of significant organisational and whole-of-sport change, while maintaining a clear distinction between the respective roles of the Board and management.
- Ensure appropriate governance arrangements support a safe, inclusive, ethical, and values-based culture across AusTriathlon.
- Regularly evaluate the effectiveness and performance of the Board and contribute to continuous improvement in Board governance and decision-making.

Strategy and Stakeholder Engagement

- Contribute to the development, approval, and periodic review of AusTriathlon's strategic direction and long-term vision for triathlon in Australia.

- Identify and critically assess strategic opportunities, emerging trends, risks, and challenges affecting AusTriathlon, triathlon and the broader Australian sporting environment.
- Monitor implementation of the strategic plan and organisational performance against agreed strategic priorities, outcomes, and measures of success.
- Consider opportunities to strengthen participation, membership, commercial sustainability, High Performance and the long-term growth and relevance of triathlon.
- Consider the strategic implications and opportunities associated with emerging technologies, data, and digital capability.
- Ensure AusTriathlon's strategic direction appropriately considers the opportunities presented by the Brisbane 2032 Olympic and Paralympic Games and their potential long-term legacy for triathlon.
- Engage appropriately with members, State and Territory Triathlon Associations, government, sporting bodies, commercial partners, and other key stakeholders to inform strategic decision-making.
- Support collaboration and alignment across the sport to maximise the effective use of resources and achievement of whole-of-sport objectives.
- Bring independent judgement, experience and a whole-of-sport perspective to strategic discussions and decision-making.

Financial and Organisational Performance

- Review and monitor organisational and management performance against the strategic plan, approved budget, agreed objectives, and key performance measures.
 - Review and critically assess financial statements, budgets, forecasts, and other financial information provided to the Board.
 - Monitor AusTriathlon's financial position, sustainability and performance, including reserves, cash flow, material financial risks, and longer-term financial outlook.
 - Approve annual budgets and oversee the effective and responsible stewardship of AusTriathlon's financial and other resources.
 - Oversee material government, commercial and other funding arrangements, including associated accountability and performance obligations.
 - Monitor the effectiveness of financial controls, audit, and assurance arrangements.
 - Consider and oversee material investment, commercial and revenue-diversification opportunities consistent with AusTriathlon's strategy and risk appetite.
 - Monitor organisational capability and performance, ensuring AusTriathlon has appropriate resources, systems, and capability to deliver its strategic objectives.
 - Provide strategic oversight of significant matters relating to communications, brand, digital capability, technology, and business systems where these have material strategic, financial, or reputational implications.
 - Ask appropriate questions and constructively challenge management and fellow Directors, while supporting collective Board decision-making.
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Individual Director Responsibilities and Conduct

- Prepare for, attend and actively participate in Board meetings, relevant Board committees, and other agreed Board activities.
- Commit sufficient time to understand AusTriathlon, its operating environment, strategic priorities, financial position, and the broader Australian sporting landscape.
- Exercise independent judgement and contribute constructively, respectfully, and objectively to Board deliberations and decision-making.
- Act with care and diligence, honestly, ethically, in good faith and for a proper purpose in the best interests of AusTriathlon.
- Appropriately identify, declare, and manage actual, potential, and perceived conflicts of interest.
- Maintain appropriate confidentiality and use information obtained through the Director role only for proper purposes.
- Maintain an appropriate understanding of contemporary governance requirements and undertake relevant induction, education, and professional development.
- Demonstrate and promote AusTriathlon's values and expected standards of behaviour through individual conduct and Board decision-making.
- Respect the collective nature of Board decision-making and support decisions of the Board once made, while recognising each Director's responsibility to exercise independent judgement and constructively challenge matters during deliberation.
- Act in the interests of AusTriathlon as a whole, rather than representing the interests of any particular stakeholder, constituency, State or Territory.

QUALIFICATIONS, SKILLS, AND EXPERIENCE

The AusTriathlon Board is responsible for ensuring that, collectively, it maintains an appropriate and diverse mix of skills, experience, knowledge, perspectives, and backgrounds to effectively govern the organisation and support the achievement of its strategic objectives.

Candidates for Director positions should demonstrate the personal qualities, judgement, and relevant experience necessary to contribute effectively to the Board's deliberations, decision-making and oversight responsibilities.

Directors are expected to have, or be able to rapidly develop, a sound understanding of contemporary corporate governance, Directors' legal and fiduciary duties, risk management, and financial responsibilities. All Directors are expected to maintain appropriate financial literacy and participate in relevant induction and ongoing governance development.

Professional Skills and Experience

The Board seeks to maintain, collectively, relevant qualifications, expertise, and/or senior-level experience across a range of disciplines, which may include:

- Corporate governance and Board leadership
 - Strategy development and organisational performance
 - Finance, audit and financial management
 - Risk management, compliance, and assurance
 - Legal, regulatory and integrity
 - People, culture, and organisational development
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- High Performance sport and athlete pathways
- Participation, membership, and community sport
- Commercial strategy, partnerships, and revenue diversification
- Marketing, communications, brand, and stakeholder engagement
- Digital strategy, technology, data, and cyber security
- Government relations, public policy, and advocacy

Candidates are not expected to demonstrate expertise across all areas. Board composition will be considered having regard to the collective skills, experience and capability required by AusTriathlon at the relevant time and the priorities identified through the Board Skills Matrix.

Sport and Sector Experience

It is desirable, but not essential, that candidates have experience or understanding in one or more of the following areas:

- The Australian sporting environment and the role, responsibilities, and operating environment of a National Sporting Organisation.
- Member-based and federated or unified sporting organisations, including the expectations of members, participants, clubs, volunteers, and other stakeholders.
- High Performance systems and athlete pathways, including national and international competition and Olympic, Paralympic, Commonwealth Games and World Championship environments.
- Community sport, participation development, and strategies to grow and retain participants across different demographics and formats of the sport.
- Working with government, the Australian Sports Commission, Australian Olympic and Paralympic bodies, international sporting federations, or other key sporting stakeholders.
- Commercial partnerships, philanthropy, sponsorship and alternative revenue streams within sport or comparable sectors.
- Governance or leadership within complex, multi-stakeholder organisations undergoing strategic or organisational change.

KEY PERSONAL QUALITIES

AusTriathlon Directors are expected to demonstrate the personal qualities, behaviours, and values necessary to contribute effectively to a high-performing, respectful, and contemporary Board. These include:

- Integrity and ethical leadership – demonstrate sound judgement, honesty, accountability, and consistently high ethical standards, acting in the best interests of AusTriathlon and the sport as a whole.
 - Strategic thinking – demonstrates the ability to think strategically and critically, consider long-term opportunities and challenges, and contribute constructively to the development, oversight, and evaluation of organisational strategy.
 - Independent judgement and constructive challenge – demonstrate independence of thought and the confidence to question, test assumptions and constructively challenge management and fellow Directors while remaining respectful and solutions-focused.
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- Collaboration and respect – work effectively as part of a collective decision-making body and contribute to a Board culture characterised by trust, respect, openness, inclusion, and constructive debate.
- Communication and influence – communicate clearly, listen actively and respectfully, consider different perspectives and contributes effectively to Board discussions and consensus-based decision-making.
- Financial and risk awareness – demonstrate sufficient financial literacy and risk awareness to critically assess information presented to the Board, ask appropriate questions and satisfy themselves regarding the organisation's financial position, internal controls, and management of material risks.
- Diversity and inclusion – values diversity of background, experience, thought, and perspective and recognises the Board's leadership role in promoting an inclusive, equitable and respectful organisational culture.
- Self-awareness and continuous development – demonstrate self-awareness, openness to feedback and a commitment to ongoing learning, governance development, and continuous improvement.
- Commitment and accountability – have the capacity and willingness to devote sufficient time and attention to the role, including preparation for and attendance at Board meetings, committees, and other agreed activities.
- Stakeholder awareness – understands the importance of AusTriathlon's relationships with its members, participants, athletes, clubs, State and Territory Triathlon Associations, government, commercial partners, and broader sporting stakeholders, while recognising that Directors' overriding responsibility is to act in the best interests of AusTriathlon.

Mandatory Compliance and Safeguarding

All Directors are required to comply with AusTriathlon's governance, integrity, and safeguarding requirements and to complete all mandatory induction, education, and compliance requirements relevant to their role.

This includes, as applicable:

- Completion of relevant National Integrity Framework education and training.
- Completion of relevant Australian Sports Commission governance education and modules.
- Maintaining a current Working with Children Check or equivalent clearance, where required.
- Completing relevant police or probity checks, where required.
- Maintaining an appropriate understanding of, and complying with, AusTriathlon's safeguarding and child safety policies and requirements.
- Complying with AusTriathlon's Constitution, Board Charter, Director Code of Conduct, policies, and other governance requirements applicable to Directors.
- Completing any additional governance, integrity, safeguarding, or compliance education required by AusTriathlon during the Director's term.

NAME:

SIGNATURE:

DATE:
