

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) and 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.

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.

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 & CRITERIA

As PA enters the next phase of our development, we are actively seeking Expressions of Interest from individuals to join us as members of our Board Committees. These committees play a vital role in advising and recommending actions to the PA Board. However, the existence of a Board Committee does not diminish the Directors' responsibilities and duties related to the proper governance and management of PA.

Our objective is to identify new members to join our Board Committees who's backgrounds and skills complement those of the existing members. Candidates with experience in sports governance and an understanding of the Australian sporting environment are preferred.

If you're passionate about contributing to the governance and strategic growth of a significant and successful National Sporting Organisation such as Paddle Australia, we encourage you to express your interest.

Board Committee Opportunities

We are currently seeking members for the following Board Committees. Links to the Terms of Reference for each Committee are provided from background.

Audit and Risk Committee (ARC) - [Terms of Reference](#)

The objective and purpose of the ARC is to assist the Board in fulfilling its corporate governance and oversight responsibilities relating to financial accounting practices, internal control systems, risks, external reporting, and the external and internal audit function.

Specifically, the ARCs role is to report to the Board and provide appropriate advice and recommendations on matters to facilitate quality decision making by the Board. The ARC plays a significant role in ensuring quality of financial reporting and auditing.

The Board is seeking an individual with a legal background, industry experience, and expertise in risk management and insurance as a new member of the Audit and Risk Committee. The new member will ideally have the background and skill to act as Chair of the ARC.

Ethics and Integrity Committee (EIC) - [Terms of Reference](#)

The objective and purpose of the EIC is to assist the Board in fulfilling its responsibilities relating to the issues of ethics and integrity within the sport and the organisation. The EIC is responsible for the oversight of the National Integrity Framework and, through the CEO, the relationship with Sport Integrity Australia.

The Board is seeking two individuals as members of the EIC. The skills sought include a strong legal and compliance background as well as experience in ethics and integrity, especially in complex matters around diversity, equity and inclusion. One of the individuals would ideally have background in acting as Chair of a similar group. A paddling or sporting background would be advantageous.

Competition Committee (CC) - [Terms of Reference](#)

The objective and purpose of the Competition Committee is to consider all matters related to the development, planning and coordination of competitive paddling, making recommendations to the Board on specific issues. The role of the Competition Committee assumes greater significance in the lead up to Brisbane 2032.

The Board is seeking an individual, ideally with some background in paddling or sport more generally, and familiar with managing groups with a diverse range of views and perspectives, to act as a member and Independent Chair of the Paddle Australia Competition Committee.

Nominations Committee (NC) - [Terms of Reference](#)

The Committee reports and make recommendations to the PA Board through a transparent and independent process that provides effective renewal and succession planning for the Board and Board Committees.

The Board is seeking an individual, ideally with a background in human resources/people and culture and knowledge of the sports sector, to act as a member and Independent Chair of the Paddle Australia Nominations Committee.

SELECTION

PA has established a Nominations Advisory Group (NAG). The NAG will consider all Expressions of Interest received and will arrange interviews as part of the selection process.

Candidates being invited for interview will be contacted from Monday 17 June onwards to schedule a mutually convenient time for interview before the end of June 2024. The NAG will make recommendations to the Board of Directors on the most suitable individual(s) to join each Board Committee and fill the vacant position(s).

CONDITIONS

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

Committee meetings are normally held two or three times each year, normally online but with at least one meeting face to face. The frequency of the meetings can vary.

Successful candidates will be expected to:

- attend a brief induction on the role and function of PA;
- as a minimum, register as a volunteer member of Paddle Australia (FOC).
- comply with all relevant PA Policies including the PA Code of Conduct; and
- undertake Sport Integrity Australia (SIA) online training covering the 'National Integrity Framework' and 'Safeguarding Children and Young People in Sport'.

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 your skills and experience relevant to the role.

Those wishing to discuss the requirements of the Board Committees roles in more detail are welcome to contact the Paddle Australia CEO, phil.jones@paddle.org.au

Information should be sent by email, with the name of committee referenced in the email title, to arrive no later than 5.00pm AEST on Monday 17 June 2024. Expressions of Interest, sent by email only, should be directed to:

Chief Executive Officer

Paddle Australia

PO Box 6805, Silverwater NSW 2128

Email: governance@paddle.org.au