



NOMINATION FOR ELECTION TO THE BOARD OF DIRECTORS

About Paralympics Australia (PA)

Our Purpose

We exist to lead Paralympic sport and create a more inclusive world.

As the peak body for Paralympic sport in Australia, we have 23 member organisations and PA is responsible for selecting and managing the Australian Paralympic Teams to attend the Summer and Winter Paralympic Games. We have an elected board of nine people and a workforce of approximately 50 people.

Our Strategy

Launched on 1 March 2023, PA's vision is to create the most successful era of Paralympic sport in Australia's history. With a home Games in 2032, there has never been a more exciting time to be a part of the Paralympic Movement. Brisbane 2032 creates a unique opportunity to strengthen the Paralympic Movement and create change towards a more inclusive and equitable sports system. We are aiming to leave a powerful legacy well beyond the Games for future generations of Australians with disability. We highly recommend you review our Strategic Plan [IMAGINE](#).

Our Values

Brave – We set and chase bold and ambitious goals. We challenge the conventions and the perceptions that give rise to inequality and threaten to hold our movement back. We have the real conversations.

Limitless – We believe that humans have the limitless potential to grow, achieve and change. Casting aside misconceptions and inherent bias will unleash the limitless potential of people with a disability and the Paralympic movement.

Tenacious – We live our purpose and pursue our vision with passion and determination. We commit to continuously learning, growing and treating challenges as an opportunity to show our ingenuity and grit. We can do hard things and we have the tenacity to be the best at what we do. We don't settle, we strive.

Proud – We are proud of who we are and what we do. We stand up and fight for our movement and what we believe in. We will rise up together strong as a community and connected through our Mob identity. Purpose. Excellence. Community

Governance

PA is a Company limited by guarantee and operates in accordance with the *Corporations Act 2001* (Cth). PA is also a registered Charity and operates in accordance with the Charities Act 2013 (Cth) and requirements of the Australian Charities and Not-For-Profits Commission (ACNC).

The PA Board is comprised of 5-9 Directors with each director having a maximum term of nine (9) years.

KEY RESPONSIBILITIES

The Board has an agreed Board Charter which sets out the role, responsibilities and various procedures for Directors and for the Board as a whole. A copy of the Board Charter is available on our website. All Directors are expected to comply with this Charter and all other policies of Paralympics Australia.

The Board is responsible for the effective governance of PA and its strategic direction. Key functions are delegated to Board Committees, the CEO and senior management. In carrying out their duties, PA's Board of Directors strive to achieve best practice in modern governance, and also acknowledge PA's status as a charity and relatively small size.

The key roles of the PA Board Directors include:

- to act in the interests of PA as a whole;
- to observe their duties as Directors in terms of corporations law, common law, the PA Constitution and other relevant legislation;
- to provide strategic direction for PA and effective oversight of Management;
- to enhance affiliates' value (in the context of PA's Constitution) and ensuring that this is the prime focus of management, having regard to the interests of other stakeholders;
- to do all those things which, within the requirements of the Constitution, provide leadership, strategic direction and management guidance for all the stakeholders in PA; and
- to ensure the governance of PA meets all statutory requirements of the Australia Securities and Investment Commission, the Australian Charities and Not-for-Profit Commission and the mandatory governance requirements of its major funding agency, the Australian Sports Commission.

KEY SELECTION CRITERIA

PA is seeking nominations from suitable candidates for positions on the Board of Directors. There are four (4) Board positions available.

In the context of our Strategic Plan, our current Board composition and identified future opportunities and risks, we are seeking candidates with the following knowledge, expertise and experience:

- Sport: experience as a Paralympic athlete with an ability to bring knowledge and expertise of Paralympic sport, para-pathways and lived experience of disability.
- Digital marketing: experience in digital marketing, brand and communications strategy and execution at scale.
- Technology: skills and expertise in emerging and existing technology such as information and communications technology, platform integration, data analytics and curation, CRM, AI, process optimisation and leading organisational digital transformations. This will also include a knowledge of technology procurement and cyber security.
- Organisational Development: strategy level expertise and experience in the fields of human resources, organisational design and development, and people and culture strategies.
- Finance and accounting: strategy level skills and expertise in finance, banking, auditing and/or accounting.

OTHER INFORMATION

- PA Director positions are voluntary and unpaid. Travel and accommodation expenses incurred in the course of PA activities are reimbursed in accordance with the PA Expense Reimbursement Policy.
- Under the PA constitution, Elected Directors may serve a maximum of nine years on the Board.
- Approximately eight Board meetings will be held each year, either face-to-face or online.
- Directors are required to participate in at least one Board Committee. Up to eight committee meetings are held each year.
- Nominees for Director positions on the PA Board must declare any positions they hold which may give rise to a conflict of interest including as an Office Bearer, Director or a paid employee of a PA member organisation. If the Board



deems the conflict unmanageable, if elected the nominee will be required to resign from their position.

NOMINATIONS

Nominations for Elected Directors should be in writing on the form provided.

Nominations must be received by the CEO no later than close of business on **29 January 2024**, being no less than 21 days prior to the Annual General Meeting.

Nominations can be submitted online through the following link - Nomination Form click [here](#). Please note, you will be required to attach a covering letter and current resume.

SUPPORT AND QUESTIONS

If you require assistance in completing your nomination, please contact:

Catherine Clark

Chief Executive Officer

Email: catherine.clark@paralympic.org.au