



<b>Position:</b>	General Manager - High Performance
<b>Department:</b>	High Performance
<b>Manager:</b>	Chief Executive Officer
<b>Direct Reports:</b>	6
<b>Role Purpose:</b>	To effectively lead and execute the vision of Cricket Tasmania's High Performance Teams including the Tasmanian Tigers Female and Male Teams and WBBL and BBL Hurricanes Teams. The GM is responsible for setting and leading the strategic direction for High Performance, ensuring the delivery of world class elite player, coach, umpire and staff development at all levels on a sustainable basis.
<b>Document Date:</b>	June 2019

#### **Cricket Tasmania's Strategic Link(s) to This Position**

- Number 1 teams in Australia in all formats, ages and male and female. Delivering the best integrated High Performance system with player development at the core.
- Tailor the game to secure the future of cricket
- Be the leading sport for women and girls

#### **Key Responsibilities**

##### **High Performance Leadership, Culture**

- Develop the overall strategic direction for the High Performance Team and oversee the implementation of this – successfully bringing others along with the vision.
- Contribute to the executive leadership team culture and overall management of Cricket Tasmania and its commitment to delivering its strategic and financial objectives.
- Develop and lead a cross-functional and effective High Performance team with the ability to apply an entrepreneurial approach to resourcing and player management.
- Report to Cricket Tasmania Board of Directors at monthly meetings and develop departmental Board reports as required.
- Partner with the CT Executive team and external advisors where required to ensure the ongoing development and implementation of a constructive and high-performance culture.
- Drive the annual performance management and remuneration review process for all CT team members to enable them to achieve their objectives and reach their full potential.
- Establish and maintain effective working relationships with all CT team members, external parties and other key stakeholders.

##### **Elite Teams**

- Oversee team performance and drive positive results of the Tasmanian Tigers Female and Male Teams and WBBL and BBL Hurricanes Teams.

- Continually seek improvements and identify critical elements of success through research of world class leading performance trends to find efficiencies and deliver superior outcomes for Cricket.
- Attract, recruit, develop and retain Australia’s best performing players, coaches and sports science and medical staff.
- Contribute to the development of a culture of innovation, achievement and commitment to Cricket Tasmania’s objectives to produce high quality programs and embed excellence across all elite teams.
- Develop and maintain effective key external relationships and partnerships (CoE, ACA, CA, Player Managers).

**Pathway Programs**

- Develop and enhance planning and department processes, policies and systems that contribute to talent identification and elite player pathways.
- Drive production of Australian representative players through the development of world class elite player development programs.
- Oversee the management of Australia’s best player competition pathways.
- Work collaboratively with key stakeholders to establish and maintain elite playing facilities to meet competition demands.

**Other**

- Ensure compliance with contractual obligations including MOU and department specific contractual arrangements
- Any other duties as required and/or instructed by the Chief Executive Officer

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**Key Stakeholders**

- Chief Executive Officer
- Head Coaches
- Youth Pathway Coaches
- High Performance Support staff
- Players
- Cricket Tasmania Board
- Cricket Tasmania Executive Team
- All Cricket Tasmania Departments

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**Child Protection**

It is your duty to comply with Cricket Tasmania Child Safety Standards which are designed to protect the welfare of children involved in the sport of cricket. As part of your duty, you must recognise that children need special care and attention that you will provide as you will be committed to protecting and prioritising the safety of children.

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**Governance**

Cricket Tasmania is committed to managing risk in accordance with the processes established under its Risk Management Framework. To deliver on this commitment, you are required to be responsible and accountable for managing risk in so far as is reasonably practicable within your area of responsibility. You must at all times support the development, implementation and review of risk control and mitigation strategies and otherwise act in accordance with Cricket Tasmania’s Risk Appetite level, as determined by the Board.

## Duties under Workplace Health and Safety Requirements

It's your duty to comply with the Cricket Tasmania policies and procedures which are designed to protect your health and safety at work. As part of this duty, you must comply with all reasonable instructions from managers in relation to health and safety issues at work. This means participating in workplace health and safety training and consultation, cooperating with Cricket Tasmania as required ensuring compliance with the law and reporting any incidents, hazards and near misses.

## People & Culture

- Adopt a holistic view to the on-going success of Cricket Tasmania and achievement of strategic objectives
- Promote and strive for the desired culture, values and behaviours amongst Cricket Tasmania employees and related groups
- Increase your capabilities in areas required to achieve desired outcomes by undertaking specific training and personal development programs
- Ensure adherence to the policies and procedures put in place by Cricket Tasmania, including but not limited to Workplace Health and Safety, Human Resources and Finance
- Ensure all relevant safety standards are maintained

## How We Play – Key Behaviour Indicators



### BE REAL

WE'RE REAL ABOUT CRICKET'S FUTURE

Show respect, talk straight.

Never be afraid to challenge or be challenged.



### SMASH THE BOUNDARIES

GO FOR IT...CHANGE THE WORLD

Innovate. Be comfortable being uncomfortable.

Challenge the status quo without fear of failure.

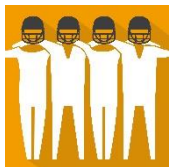


### MAKE EVERY BALL COUNT

BE RELENTLESS... PLAY TO WIN

Do what you say. Deliver.

Make Decisions.



### STRONGER TOGETHER

GO FURTHER... COLLABORATE.

Embrace diversity. Listen. Customer's voice 1st.

Do what's best for cricket.

## Key Position Requirements

### Essential

- Extensive professional experience working with and leading diverse teams within a high performance (elite sport) environment.

- Proven ability to set a vision and strategy, align and engage team members around that vision and strategy
- Experience in player recruitment, list management and talent identification
- A high level of business acumen and critical thinking aptitude
- Flexible and capable of changing and adapting to accommodate internal and external circumstances
- Well established ability to plan and drive the continuous improvement in an elite environment
- Experience in player development programs that include mentoring and future leadership initiatives
- Coaching development and evaluation experience
- Demonstrated ability to work with Boards, Committees and various organisational stakeholder groups
- Highly developed time management skills
- Demonstrated excellent interpersonal and effective communication skills
- Strong knowledge of sport science and its application to cricket
- Media presentation and Public Speaking experience
- An extremely strong work ethic and a passion for excellence

**Desirable**

- Strategic planning experience in a cricketing context
- Entrepreneurial or start-up business experience

**Qualifications (if required)**

- Tertiary Qualifications in Business/Commerce, Sport Management or other relevant field and/or relevant equivalent industry experience

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**Acknowledgement**

The list of key responsibilities and key results areas herein are not intended to be all inclusive and may include additional responsibilities as required and assigned.