

# Basketball NSW

## Board Skills Matrix

*Last - Revised at March 2022*

### Section 1 – Skills Category Requirements

Skills Category Requirement	Elected Directors	Appointed Director	Currently achieved
1. Current or extensive experience in basketball sports administration or technical expertise at the State, Board or higher level.	Minimum two	As needed to balance	Yes
2. Played, coached, refereed, statistician (or in combination) the game of basketball for at least 15 years at a representative level or higher.	Minimum two	As needed to balance	Yes
3. Reside in Australia.	All	All	Yes
4. Contemporary, corporate governance experience as a Director.	Minimum two	All	Yes
5. GAICD qualified Directors.	Minimum two	All	Yes
6. Formal financial and or accounting qualifications at tertiary level with significant experience (including financial risk management) and demonstrated success.	Minimum one	As needed to balance	Yes
7. Senior/functional leadership experience in business other than sport (Head of Function / General Manager / Managing Director / CEO level).	Minimum three	As needed to balance	Yes
8. Experience and demonstrated success in risk management, specifically enterprise and compliance risk, at Board, "C" level, "Head of Risk" or responsibility for risk in significant corporate portfolio.	Minimum two	As needed to balance	No

Skills Category Requirement	Elected Directors	Appointed Director	Currently achieved
9. Experience in Senior government relationships at State and Federal.	Minimum two	As needed to balance	No
10. Public Relationships/Communications/Marketing leader with senior corporate experience and demonstrated success.	Minimum one	As needed to balance	Yes
11. Experience and demonstrated success in the development of corporate strategy as a Director or Senior Manager.	Minimum two	As needed to balance	Yes
12. Experience and demonstrated success in sourcing, negotiating and activating commercial sponsorships with demonstrable business return.	Minimum one	As needed to balance	Yes
13. Experience and demonstrated success in the management of technology led, digital & data transformation. Data security & privacy advantageous.	Minimum one	As needed to balance	Yes
14. Formal legal qualifications with 10+ years' experience and demonstrated success.	Minimum one	As needed to balance	No
15. Extensive career experience and understand of working with youth and young people.	Minimum one	As needed to balance	No
16. Previous experience as Chairperson of the Board.	Minimum two	As needed to balance	Yes
17. Representation of voice across key stakeholder groups	Assessed across whole of board		

Note: The ASC requires all National Sporting Organisation (NSO) Boards to have 40% of their membership as females. Basketball NSW aims for a 40% Female / 40% Male / 20% non-specified.

## Section 2 – Definitions and Examples for Skills Category Requirements

This section provides additional information as partial guidance for the Nominations Committee and Nominees.

Skills Category Requirement	Definitions and Examples
1. Current or extensive experience in basketball sports administration or technical expertise at the State, Board or higher level.	Could include experience in the last 3 years as a Board Director, CEO, COO, CFO, CIO, or similar within any sporting organization or club in a national or State competition. It could also include extensive national or higher experience in a technical area such as high performance, coaching, referees and statistics.
2. Played, coached, refereed, statistician (or in combination) the game of basketball for at least 15 years at a representative level or higher.	Extensive participation, involvement and knowledge over a significant period of time in the game of basketball.
3. Reside in Australia.	Could include a foreign citizen resident in Australia.
4. Contemporary corporate governance experience as a Director.	To have been a Director of an incorporated body or registered as a Director of a company for at least 3 years.
5. GAICD qualified Directors	Australian Institute of Company Directors - Director Course Graduate.
6. Formal financial and or accounting qualifications at tertiary level with significant experience (including financial risk management) and demonstrated success.	Degree in Accounting or Finance or full membership of CPA or CA with at least 5 years' experience and success working in roles where the qualifications were actively used to benefit the business i.e. Accountant, Commercial Manager, CFO, GM Finance, Finance Director. This skill set Chairs the Finance and Audit Committee. Financial Risk Management is part of this skill set also.
7. Senior/functional leadership experience in business other than sport (Head of Function / General Manager / Managing Director / CEO level).	At least 5+ years' experience in a Senior Leadership role with experience running a P & L of a commercial entity or running a business unit of a commercial entity (including autonomous government entities) that was not primarily engaged in the business of sport.
8. Experience and demonstrated success in risk management at Board or "C" level management. "Head of Risk" or responsibility for Risk in significant corporate portfolio.	Could include experience in the last 3-5 years as a Board Director who was also on the Risk Committee, CEO, COO, CFO, Chief Risk Office, Head of Risk or significant Risk Management equivalent role in a corporate environment. Focus is on Enterprise Risk including Operational risk and Compliance.

Skills Category Requirement	Definitions and Examples
9. Senior experience in government relationships at State and Federal.	Held senior government positions
10. Public Relations/Communications/Marketing leader with senior corporate experience and demonstrated success.	Degree in Communications, Marketing or Media, and success working in roles where the qualifications were actively used to benefit the business i.e. GM Marketing, Director of Communications, Head of Marketing or Communications roles.
11. Experience and demonstrated success in the development of corporate strategy as a Director or Senior Manager.	At least 5 years' experience as a Board Director, CEO, MD, member of the Executive Leadership Committee, of an entity that formally developed and successfully implemented a strategic plan, including the reporting, review and realignment of the plan.
12. Experience and demonstrated success in sourcing, negotiating and activating commercial sponsorships with demonstrable business return.	At least 3 years' experience as a Commercial Director, Sponsorship Director, Partnerships Director or similar level executive with direct accountability and demonstrable achievement of corporate commercial sponsorships, either gaining or directing such sponsorships.
13. Experience and demonstrated success in the management of technology led, digital & data transformation. Data security & privacy advantageous.	Experience leading or managing a digital transformation business project including business requirements, software platforms, data, testing, transition and launch
14. Formal legal qualifications with 10+ years' experience and demonstrated success.	Law degree and experience either in house or in a law firm. Actively working as a lawyer
15. Extensive career experience and understand of working with youth and young people.	Knowledge, experience, representative of specifics and needs of working with youth and young people. Could have a background in schools, teaching, senior administrative role in youth programs or youth organisations.
16. Previous experience as Chairperson of the Board.	Experience in the role of Chairperson of the Board in a concurrent or previous Director role. Comparable role in terms of size of organisation and demands on role.
17. Representation of voice across key stakeholder groups	Capture voice of members, city, country, players, referees, youth, gender, inclusivity.

### **Section 3 – Director attributes**

This section is based on the Australian Institute of Company Directors information on the personal qualities that are desirable in all Directors.

Whilst difficult to assess by any Nominations Committee, it should be a requirement of any application that potential candidates acknowledge and provide to signature referees (i.e.. a signed reference in writing) to confirm they can meet these qualities.

1. **Integrity** – fulfilling a Director’s duties and responsibilities, putting the organisation’s interests before personal interests, acting ethically;
2. **Interpersonal Skills** – a Director must work well in a group, listen well, be tactful but able to communicate their point of view frankly;
3. **Genuine interest** in the organisation and its business;
4. **Active Contributor** - be willing to attend and contribute at meetings and to attend and/or represent BNSW at events and other activities.
5. **Accessibility** - Directors need to ensure that they have adequate time to devote to developing and maintaining a good understanding of the organisation’s affairs as well as meet the formal obligations of the Board.
6. **Instinct** – good business instincts and acumen, ability to get to the crux of the issue quickly; and
7. **Diligence and determination** - possess the diligence to raise issues/concerns and the determination to pursue outcomes