

Basketball Australia Board Skills Matrix

(as at 23 January 2018)



Section 1 – Skills Category Requirements

Skills Category Requirement	Elected Directors	Appointed Director	Currently being achieved
1. Current or recent experience in sports administration at Board or “C” level management.	At least one	As needed to balance	Yes
2. Current or recent experience in basketball at association or higher level.	No more than two	If elected directors not more than 2, then no more than 1, otherwise nil.	Yes
3. Reside in Australia.	All	N/A	N/A
4. Contemporary, corporate governance experience as a Director.	At least three	All	Yes
5. Formal financial and or accounting qualifications at tertiary level with experience and demonstrated success subsequently.	At least one	As needed to balance	Yes
6. Senior leadership experience in business other than sport (Managing Director / CEO level).	At least two	As needed to balance	Yes
7. Experience and demonstrated success in risk management at Board or “C” level management.	At least one	As needed to balance	Yes

Skills Category Requirement	Elected Directors	Appointed Director	Currently being achieved
8. Communications, Communications / Marketing qualifications at Tertiary Level with experience and demonstrated success subsequently.	At least one	As needed to balance	Yes
9. Experience and demonstrated success in the development of corporate strategy as a Director.	At least three	As needed to balance	Yes
10. Experience and demonstrated success in developing and achieving significant commercial sponsorships.	At least one	As needed to balance	Limited
11. Experience and demonstrated success in media.	Preferable for one	As needed to balance	Yes
12. Experience and demonstrated success in management of Information Technology.	At least one	As needed to balance	Yes
13. Formal legal qualifications at tertiary level with experience and demonstrated success subsequently.	At least one	As needed to balance	Yes

Note: The ASC requires all National Sporting Organisation (NSO) Boards to have 40% of their membership as females. With one elected and two appointed female directors, BA currently has 42.9% female representation on the Board.

All Skill Categories are open to females.

Section 2 – Definitions and Examples for Skills Category Requirements

This section provides clarification as partial guidance for the Committee.

Skills Category Requirement	Definitions and Examples
1. Current or recent experience in sports administration at Board or “C” level management.	Could include experience in the last 3 years as a Board Director, CEO, COO, CFO, CIO, Director of High Performance or similar within any NSO or club in a national competition, or Director level within ASC.
2. Current or recent experience in basketball at association or higher level.	Could include experience in the last 3 – 5 years as a Board Director, CEO, GM or Head Coach of any affiliated association.
3. Reside in Australia.	Could include a foreign citizen resident in Australia.
4. Contemporary corporate governance experience as a Director.	Must have been a Director of a significant incorporated body or registered as a Director of a significant company for at least 3 years.
5. Formal financial and or accounting qualifications at tertiary level with experience and demonstrated success subsequently.	Recognised 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 ie accountant, commercial manager, CFO, GM Finance.
6. Senior leadership experience in business other than sport (Managing Director / CEO level).	At least 5 years’ experience as MD or CEO of a commercial entity (including autonomous government entities) that was not primarily engaged in the business of sport.
7. Experience and demonstrated success in risk management at Board or “C” level management.	Could include experience in the last 3 – 5 years as a Board Director who was also on the Risk Committee, CEO, COO, CFO or Chief Risk Officer.

Skills Category Requirement	Definitions and Examples
8. Communications or Marketing qualifications at tertiary level with experience and demonstrated success subsequently.	Recognised tertiary degree in Communications, Marketing or Media, and success working in roles where the qualifications were actively used to benefit the business ie GM Marketing, Director of Communications, or Media and Communications Manager roles.
9. Experience and demonstrated success in the development of corporate strategy as a Director.	At least 5 years' experience as a Board Director of an entity that formally developed and successfully implemented a strategic plan, including the reporting, review and realignment of the plan.
10. Experience and demonstrated success in developing and achieving significant commercial sponsorships.	At least 3 years' experience as a Director or "C" level executive with direct accountability and demonstrable achievement of corporate commercial sponsorships, either gaining or directing such sponsorships.
11. Experience and demonstrated success in media.	Could include at least 5 years' experience within the media as a "C" level executive, or senior media buyer, or sports editor or "on air" commentator for any national media company.
12. Experience and demonstrated success in management of Information Technology.	Could include experience in the last 3 – 5 years as CIO, or GM IT, or as a Project Manager for a major IT transformation project.

Section 3 – Director Qualities

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 (ie. 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. **Curiosity and Courage** – a director must have the curiosity to ask questions and the courage to persist in asking or to challenge management and fellow board members where necessary;
3. **Interpersonal Skills** – a director must work well in a group, listen well, be tactful but able to communicate their point of view frankly;
4. **Genuine interest** in the organisation and its business;
5. **Instinct** – good business instincts and acumen, ability to get to the crux of the issue quickly;
6. An **Active Contributor** – there is no room on boards today for those who are not able to actively contribute; and
7. **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.