#### Director Application Information and Nomination Pack



#### Organisation Overview

Founded in 2004, Football West is the sole governing body for the game of football within Western Australia. Through its affiliation with FIFA and Football Australia, its mission is to represent and promote the collective interests of the game throughout the State, covering grass roots participation, technical development and the management of competitions. Led by a strong combination of sporting and business expertise, Football West has enjoyed sustained success in recent times and continues to harbour considerable ambition for the game’s development.

The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity. With over 230,000 players in the sport and 40,000 registered players, Football West has created an environment that brings the game to life on parks, pitches and indoor centres around the State.

Football West nurtures and encourages the next generation of players through pathways that have also been developed for coaches and match officials to pursue their dreams and aspirations.

#### Dimensions

|  |  |  |  |
| --- | --- | --- | --- |
| Total Revenue | $9.6m (2020) | Staff Numbers | 32 full time, 40+ casual |
| Number of Clubs | 246 (2020) | Registered Players | 40,000 (2019) |

#### Nature of Operations and Principal Activities

Football West is a member of Football Australia and administers, promotes, provides for and regulates football in Western Australia via managed competitions and development programs.

Football West is a not-for-profit company and any profits, other income and property must be applied to promote its principal activities.

The company’s principal sources of funding come from membership fees, the State Government (Department of Local Government, Sport and Cultural Industries and Healthway) and through direct partnerships.

#### Short-Term and Long-Term Objectives

The company’s objectives and strategic plan are influenced by its major funding contributors, the desire to be aligned with national initiatives and future activities of Football Australia and our own analysis and environmental scan of what is happening throughout the state as it relates to football and more broadly sport.

The company’s long-term objectives are to:

* Grow and develop football in WA;
* Enhance the football experience;
* Improve the technical standard of the game through high level education, support and resources;
* Provide pathways for players, coaches, referees and volunteers by providing high quality programs;
* Deliver financial and organisational sustainability to football in WA, through effective corporate governance;
* Ensure structural and philosophical alignment with all stakeholders in the game, and
* Develop a strong customer focus and service delivery ethos.

The company’s current strategic plan places emphasis on:

* Developing the game by empowering clubs, improving facilities and creating a blueprint for growth.
* Outstanding delivery through a values-led culture, capacity to deliver and strong partnerships.

This has led to a focus on the following initiatives:

* Support DLGSCI in the development of the State Football Centre, due for completion in 2023.
* Leverage off available opportunities presented by Australia’s and New Zealand’s successful Women’s World Cup 2023 bid.
* Conduct a state-wide audit of available facilities and complete a facilities development plan at a Club, Local Government and State level.
* Grow and develop the provision of ‘non-traditional’ football activities (e.g. futsal, small sided, beach football and walking football).
* Increase revenue from commercial partnerships.

#### Board Renewal

Under the provisions of the Football West Constitution, the Board comprises a maximum of three appointed and six elected directors. Elected directors are nominated, assessed by an independent Nominations Committee and the successful candidates are then eligible for election to the board for a 4 year term at the AGM. Elected directors can serve no more than two consecutive 4 year terms.

Appointed Directors are selected through separate Board mechanisms in conjunction with the Chair and other Directors. The term for an Appointed Director is 2 years but they may be reappointed on multiple occasions.

The Board has a broad strategic aim to continue to modernise the composition of the Board, consistent with the skills and competencies required for the organisation to reach its stated aims in an increasingly competitive sport landscape.

The profiles below outline the current constituency of the Football West Board including outgoing directors who are eligible for re-election.

#### Director Profiles

##### Sherif Andrawes – Chair

##### Sherif Andrawes is the immediate past Chairman of accounting firm BDO (WA) and the Global Natural Resources Leader for BDO. Although born in Egypt he grew up in Scotland graduating from Glasgow University.

##### Mr Andrawes commenced his career in 1987 with BDO in London before moving to Perth in 1997. He is a Fellow of Chartered Accountants Australia and New Zealand and a Fellow of The Institute of Chartered Accountants in England & Wales. He heads up the Corporate Finance team at BDO and is recognised as a leader in his field in Perth. He is also a Board Member of the St Hilda’s Foundation (Inc).

##### Mr Andrawes has a long-time involvement with the sport as a former President and Life Member of East Fremantle SC, Committee Member of Perth SC, as well as coach and player at a number of clubs. Mr Andrawes was elected as Football West Chair on 8 April 2019 and has served as a Football West Director since July, 2012.

**William Golsby – Deputy Chair**

Mr Golsby has broad experience in sports administration, corporate governance, business, strategic and financial planning, media, policy, marketing and government relations which have been gained in various parts of Australia.

Mr Golsby’s current role is General Manager Corporate Affairs at RAC where he has responsibility for leading the strategic development, direction and management of the organisation's activities including government relations, sponsorship, community education, internal and external communications.

Before joining RAC, Mr Golsby was Chief of Staff for the Victorian Minister for Sport and Recreation and Veterans' Affairs during which time he provided high level strategic policy, media and political advice to the Minister. This role also included the co-ordination and delivery of major sporting infrastructure and funding to community sport and recreation across Victoria.

Mr Golsby is a graduate from the Australian Institute of Company Directors, has previously been a Chief Executive Officer and Company Secretary of a membership organisation and director of the Australian Crop Accreditation System.

##### Jason Petkovic – Elected Director

Jason Petkovic is one of WA's greatest goalkeepers having played for the Socceroos on 16 occasions. After playing junior football for Spearwood Dalmatinac he moved to the National Soccer League with Adelaide City in 1993 before returning home to WA to join Perth Glory in 1999. His 177 games for Perth Glory were split by a spell in Turkey where he played for Konyaspor.

After his retirement from the Hyundai A-League in 2009, Mr Petkovic retained a connection with WA football by volunteering his time to Cockburn City Soccer Club. Mr Petkovic is also a current goalkeeping coach for Perth Glory.

##### Amy Johnson – Appointed Director

Amy Johnson has extensive senior level experience in marketing transformation and stakeholder management across Australia and Asia. Ms Johnson was born and raised in regional Western Australia and has children that currently play football in Football West grassroots programs.

Ms Johnson has been highly successful in achieving outcomes in various roles, including as Head of Marketing and Corporate Affairs Asia for National Australia Bank. Ms Johnson’s skills in marketing and branding within Asia and experience within sport, particularly regional WA will be crucial to Football West in delivering against its Strategic Plan 2018 – 2022.

**Elizabeth Tylich – Appointed Director**

Ms Tylich is a commercial lawyer with over 20 years’ experience with a particular focus on corporate governance, regulatory and legislative compliance, statutory interpretation and commercial contracting advice. She has extensive experience in working for the NFP sector including providing training and advice to the boards of NFPs, government agencies and private companies on issues of governance, directors’ duties, compliance, restructuring, constitutional change, meeting procedures and policies.

Ms Tylich is currently the Chairperson at Jackson McDonald, and is a regular presenter in Perth for the Governance Institute of Australia Ltd in NFP regulatory compliance.

**Andrea Hoskins – Elected Director**

Ms Hoskins has an extensive corporate background in the areas of strategy and business planning, mergers and acquisitions and general management across a wide range of industries including financial services, resources, agriculture, health care, and retail. Ms Hoskins has gained this experience in the diverse markets of Australia, UK, Africa and South-East Asia. Ms Hoskins’ most recent corporate experience was as the Executive General Manager - Health & Corporate Services at HBF, with responsibility for Corporate Affairs, Human Resources, Change Management, Project Management Office, Health Services and Provider Relations. She was previously charged with the management of Group Strategy and mergers & acquisitions as well as the management of the Friendlies Pharmacy franchise following its acquisition by HBF in 2013.

Prior to her employment at HBF, Ms Hoskins spent five years as a strategy consultant operating internationally, and as a Marketing Manager in London. Ms Hoskins has an affinity to both elite and grassroots sport having played touch football and Gaelic football at state level and netball at community level.

**Richard Marshall – Elected Director**

Mr Marshall has extensive experience over 25 years as a Chief Financial Officer including several listed companies and most recently with the WA Cricket Association. He has also served as Company Secretary with a number of different entities.

Richard has been a member of the Football West Finance and Audit Committee since its establishment in 2014 and was elected to the Board at the 2019 AGM.

Mr Marshall has a life-long interest in football having played from an early age and coached after the end of his playing days. Mr Marshall is often seen at all levels of football matches around Perth from grassroots to Hyundai A-League.

Latest News

Recent news articles and relevant documents can be accessed at the following links:

<http://footballwest.com.au/news-archives/>

<https://footballwest.com.au/wp-content/uploads/2020/03/FW2019-AR-ONLINE.pdf>

<http://footballwest.com.au/wp-content/uploads/2018/08/Strategic_Plan.pdf>

<http://footballwest.com.au/wp-content/uploads/2018/11/Football-West-Constitution-30-March-2017.pdf>

<http://footballwest.com.au/wp-content/uploads/2017/06/FW-By-Laws-1-11-30-May-2017.pdf>

#### Location

The Perth office is located at Level 1, 1 Prospect Place, West Perth, WA 6005.

#### Opportunity Overview

Position Title: Non-Executive Director, Football West

Location: Perth, WA

Reports To: Chairman

#### Position Overview

The role of the Board is to oversee and guide the management of Football West and its business with the aim of protecting and enhancing the interests of the football community and taking into account the interests of all stakeholders.

#### Key Responsibilities and Major Activities of the Board of Directors

* Set the strategic direction of Football West.
* Ensure an appropriate risk management function is in place.
* Ensure regulatory compliance and undertake due diligence.
* Approve operating budget and monitor financial performance.
* Recruit and review the performance of the Chief Executive Officer.
* Represent Football West at various events.

#### Knowledge and Experience

It is not expected that a director has extensive knowledge and experience in all of the areas listed below, but Football West will generally seek Directors who have a high level of industry expertise in one or more of the following areas.

* **Board or C-Level Experience** – Experience in the last 3 years as a Board Director, CEO, COO, CFO, CIO or Director of High Performance or similar.
* **Corporate Finance** – extensive experience in financial or management accounting, or investment experience gained in a business environment.
* **Corporate Governance** – experience in the application of corporate governance principles in a commercial enterprise, not-for-profit enterprise or other regulated entity.
* **Media & Marketing** – extensive media, marketing, communication or public relations experience with experience in communication with industry groups and end users through a range of communication channels.
* **Business Development** – a broad range of commercial experience, in areas including branding and delivering business growth through commercial partnerships.
* **Law** – recognised degree in Law and admitted to practise in the Supreme Court of WA with substantial recent experience as a partner or senior associate relevant to Football West operations.
* **International Business** – strong commercial experience and networks with key overseas markets, in particular South East Asia.
* **Game Development** – extensive experience with development of football or other sports at either elite or grassroots levels.
* **Strategic Business Planning** – designing strategic plans and frameworks at an enterprise level, including associated performance frameworks with proven ability to develop effective strategies in the context of the strategic objectives of Football West priorities.
* **Risk Management** – experience in risk management and the ability to identify key risks to Football West in a wide range of areas including legal and regulatory compliance.
* **Technology and IT** - extensive experience in digital technology across fields such as product development, services, cybersecurity, gaming or similar.
* **Government Relations & External Affairs** - extensive senior experience in advocacy and engagement across government, corporate, community and other stakeholder sectors at a senior level.

#### Director Capability Requirements

* Champions Football West’s vision and goals and unifies the company and the broader community with the overall strategic direction.
* Focuses strategically on all aspects of football within Western Australia and Football West’s function in driving future growth and sustainability.
* Facilitates and fosters commercial and community partnerships that leverage Football West’s strategic objectives.
* Integrates professional expertise into the organisation and community to improve overall organisational performance.
* Upholds the values and diversity of Football West and the broader football community in WA.

#### Commitment Expectations

* Conference calls and meetings (as required).
* Attendance at minimum 6 board meetings per year with the expectation that this will be ‘in person’ attendance wherever possible.
* Participation in at least one board sub-committee or focus group.
* Regular engagement and attendance of events with stakeholders associated with football in Western Australia.
* Facilitating introduction, as appropriate, to relevant contacts within the director’s personal networks that might assist in the achievement of the company’s objectives.
* Both appointed and elected directors are unpaid positions.

#### Application Process

Pursuant to its Constitution, Football West is seeking highly qualified individuals with a passion for football to join its Board.

At the Football West AGM scheduled to be held on 24 March 2021, elections will be held for three of the six elected Director positions, with two current elected Directors and one appointed Director proposing to stand for re-election/election.

To ensure that the Board has the right balance of skills, experience and diversity to lead the organisation, Football West is seeking nominations from individuals with a range of qualifications, skills and experienced primarily in the following areas:

1. Government relations and external affairs
2. Media, marketing and Communications
3. Business development
4. International Business
5. Game Development
6. Strategic Business Planning
7. Technology and IT
8. Director Qualification / AICD Member or equivalent
9. Board Experience

Football West is committed to diversity within all levels of the game in Western Australia, including a balanced gender representation within its Board.

If you believe you have the skills, drive and leadership to contribute to the world game in Western Australia, we invite you to submit an application.

Applications must be submitted using the prescribed form, signed by two current Directors or members (as Proposer and Seconder) and be accompanied by a Statutory Declaration confirming that to the best of your knowledge and belief, you are not disqualified from standing for office as a director by virtue of anything in article 10.4 of the Football West Constitution.

A copy of the constitution can be found by clicking the link below:

<http://footballwest.com.au/wp-content/uploads/2018/11/Football-West-Constitution-30-March-2017.pdf>

Your application should also include your CV and a covering letter outlining how you can contribute to the development of football in Western Australia.

See below for the application form.

Your application should be submitted to the Company Secretary by email to company secretary@footballwest.com.au. Please also contact the Company Secretary, Rachael Gazis, on (08) 6181 0709 for any enquiries.

Applications close at 12:00 Noon on Monday 1 February 2021.

Elections for the three positions will be held at the Football West Annual General Meeting to be held on 24 March 2021.

Appendix A – Nomination Form

Appendix B – Statutory Declaration

Nomination Form – Football West Director

Pursuant to its Constitution, Football West is seeking highly qualified individuals with a passion for football to join its board. At the Football West AGM scheduled to be held on 24 March 2021, elections will be held for three of the six elected director positions. If you believe you have the skills, drive and leadership to contribute to the world game in Western Australia, we invite you to submit an application.

**Applicant Details**

|  |  |  |  |
| --- | --- | --- | --- |
| First Name |  | Surname |  |
| Address |  |
| Suburb |  | Post Code |  |
| Email Address |  | Mobile No |  |
| Signature |  |

Each nomination must be proposed by a **Director or member** and seconded by a **Director or member**.

|  |  |
| --- | --- |
| Name of Proposer |  |
| Signature of Proposer |  |

|  |  |
| --- | --- |
| Name of Seconder |  |
| Signature of Seconder |  |

**Priority Skills, Knowledge and Experience**

|  |  |
| --- | --- |
| **Key Knowledge Area** | **Details of Relevant Experience**  |
| 1. Board or C-Level Experience
 |  |
| 1. Media, Marketing & Communications
 |  |
| 1. Business Development
 |  |
| 1. International Business
 |  |
| 1. Game Development
 |  |
| 1. Strategic Business Planning
 |  |
| 1. Technology and IT
 |  |
| 1. Government Relations and External Affairs
 |  |

**Other Knowledge and Experience**

|  |  |
| --- | --- |
| **Knowledge Area** | **Details of Relevant Experience**  |
| 1. Corporate Finance
 |  |
| 1. Corporate Governance
 |  |
| 1. Risk Management
 |  |
| 1. Law
 |  |

**Director Capability Requirements** (Provide details in response to those contained in the Application Information and Nomination Pack)

|  |
| --- |
|  |

# Western Australia

# *Oaths, Affidavits and Statutory Declarations Act 2005*

# Statutory Declaration

|  |  |  |
| --- | --- | --- |
| I, |       | {name of person making declaration} |
| of |       | {address of person making declaration} |
| occupation |       | {occupation of person making declaration} |

sincerely declare as follows:

|  |
| --- |
|       |

{insert above the content of the statutory declaration; use numbered paragraphs if content is long}

This declaration is true and I know that it is an offence to make a declaration knowing that it is false in a material particular.

This declaration is made under the *Oaths, Affidavits and Statutory Declarations Act 2005.*

|  |  |  |
| --- | --- | --- |
| At |       | {place} |
| On |       | {date} |
| By |  | {Signature of person making the declaration} |

In the presence of

|  |  |
| --- | --- |
|  | {Signature of authorised witness} |
|       | {Name of authorised witness} |
|       | {Qualification as such a witness} |

## \*Important - This Declaration must be made before any of the following persons:

|  |  |
| --- | --- |
| Academic (post-secondary institution) | Local government councillor |
| Accountant | Loss adjuster |
| Architect | Marriage Celebrant |
| Australian Consular Officer | Member of Parliament |
| Australian Diplomatic Officer | Minister of religion |
| Bailiff | Nurse |
| Bank Manager | Optometrist |
| Chartered secretary | Patent Attorney |
| Chemist | Physiotherapist |
| Chiropractor | Podiatrist |
| Company auditor or liquidator | Police officer |
| Court officer (magistrate, registrar or clerk) | Post Office manager |
| Defence Force officer | Psychologist |
| Dentist | Public Notary |
| Doctor | Public Servant (State or Commonwealth) |
| Electorate Officer (State – WA only) | Real Estate agent |
| Engineer | Settlement agent |
| Industrial organisation secretary | Sheriff or deputy Sheriff |
| Insurance broker | Surveyor |
| Justice of the Peace (any State) | Teacher |
| Lawyer | Tribunal officer |
| Local government CEO or deputy CEO | Veterinary surgeon |

Full descriptions of these professions are available via the following website link

[**http://www.courts.justice.wa.gov.au/\_files/Professions\_witness\_statutory\_declarations.pdf**](http://www.courts.justice.wa.gov.au/_files/Professions_witness_statutory_declarations.pdf)

**Or**

any person before whom, under the *Statutory Declarations Act 1959* of the Commonwealth, a Statutory Declaration may be made.

Any authorised witness for the State of Western Australia may also witness a Commonwealth Statutory Declaration, as long as they are in Western Australia at the time of witnessing - Schedule 2, item 231 of the *Statutory Declarations Regulations 1993 (Commonwealth)*.

**Further information on witnessing documents is available at** [**www.courts.justice.wa.gov.au**](http://www.courts.justice.wa.gov.au)**.**

**Last updated on 31 October 2017**