



# Chief Executive Officer

Position Description | Reports to the Board of Directors | Based in USA (remote)

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USA Netball (the United States of America Netball Association) is the National Governing Body for the sport of netball in the United States, recognised by World Netball and the Americas region. Founded in 1992, the non-for-profit organisation is responsible for growing participation, sanctioning competition, developing coaches and officials, and fielding national teams that represent the United States on the world stage.

Netball is played in over 80 countries and is among the world's most participated team sports for women and girls. In the United States the game is at an inflection point: a fast-growing base of schools, clubs and community leagues, rising visibility of the National Championships, and an emerging opportunity to position the United States as a credible force in netball globally, working toward a sustainable future for the sport in US, including through the Back the Bid 2032 campaign for Olympic recognition. The CEO will lead this next chapter.

## 2 • Role Purpose

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The Chief Executive Officer is accountable to the Board for the leadership, performance and sustainability of USA Netball. The CEO translates Board strategy into operational delivery, builds the partnerships and revenue that fund growth, champions the athlete and member experience, and serves as the public face of the sport in the United States. This is a hands-on leadership role suited to a builder-operator who can move comfortably between grassroots engagement, national-team performance, commercial deal-making and governance discipline.

## 3 • Key Responsibilities

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### 3.1 • Strategic Leadership

- Lead the development and execution of the USA Netball strategic plan in partnership with the Board, with measurable goals for participation, performance, revenue and profile.
- Identify and pursue growth opportunities — schools and university pathways, community leagues, emerging markets and demographic segments — that broaden and diversify the netball community.
- Position USA Netball as a credible, ambitious member of World Netball and the Americas region, strengthening the U.S. voice in international forums and bidding to host or compete in regional and world events.

### **3.2 · Commercial & Revenue Development**

- Own the revenue plan: sponsorship and partnerships, grants (USOPC, foundation and government), membership and sanctioning fees, events, and philanthropy.
- Negotiate and steward commercial agreements that protect the integrity of the sport while unlocking sustainable funding for programs and pathways.
- Build a compelling brand and digital presence that grows audience, attracts partners and drives participation.

### **3.3 · Sport Development & High Performance**

- Oversee the national pathway from entry-level participation through to representative and national-team selection, ensuring clear, fair and well-communicated routes.
- Drive investment in coach and official development, accreditation frameworks and workforce planning to support sustainable growth.
- Set the standard for the National Championships and the national events calendar, working with member clubs and partners to deliver safe, high-quality competition.
- Lead the national-team program in partnership with the high-performance staff, balancing ambition with athlete welfare and long-term development.

### **3.4 · Governance, Risk & Compliance**

- Operate USA Netball to the highest standards of not-for-profit governance, safeguarding, and financial stewardship, in line with Board policy and applicable law.
- Maintain robust safeguarding and integrity frameworks across all levels of the sport, with clear reporting lines and a culture of athlete-first decision-making.
- Ensure compliance with World Netball, USOPC and regulatory requirements, including anti-doping, anti-corruption and member-protection standards.

### **3.5 · People & Culture**

- Build and lead a high-performing, inclusive team — staff, contractors and volunteers — that reflects the diversity of the netball community.
- Foster a culture of collaboration with member clubs, state and regional bodies, athletes, coaches, officials and alumni.

## 4 • Selection Criteria

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### Essential

- Demonstrated senior leadership experience in a sport, not-for-profit, commercial or membership organisation, with P&L or comparable accountability.
- A track record of growing revenue through sponsorship, partnerships, grants or philanthropy in a competitive market.
- Experience working with a Board, including reporting, governance discipline and the management of risk.
- Excellent communication and representational skills, with the ability to engage athletes, members, partners, media and government.
- A genuine commitment to inclusion, safeguarding and the welfare of athletes at every level of the sport.
- Eligible to work in the United States.

### Highly Desirable

- Direct experience in netball, basketball or a comparable team sport — as a player, coach, administrator or commercial leader.
- Understanding of the U.S. sporting landscape, including the relationship between national governing bodies, the USOPC, schools and collegiate systems.
- Experience leading a high-performance or national-team program and engaging with international federations.
- Familiarity with World Netball governance and the Americas regional structure.

## 5 • Personal Attributes

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- A builder's energy — comfortable shaping an organisation that is growing, not just running one that is established.
- Collaborative and unpretentious; visible to the grassroots and credible in the boardroom.
- Decisive under uncertainty, with sound judgement about when to act and when to consult.
- Passionate about the future of netball in the United States and the people who play it.

## 6 • Key Relationships & Accountabilities

| Relationship                     | Nature of the accountability                                                                                                        |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Board of Directors               | Reports to the Chair; delivers against the strategic plan; provides timely, transparent reporting on performance, risk and finance. |
| Athletes & Members               | Champions a safe, fair and rewarding experience across the pathway from grassroots to national team.                                |
| Member Clubs & Regions           | Builds partnership and shared standards; supports the growth of club and regional competition.                                      |
| Sponsors & Partners              | Owns relationships at the most senior level; delivers contracted value and seeks new commercial alliances.                          |
| World Netball & Americas Netball | Represents the U.S. in international forums; complies with federation requirements and pursues event opportunities.                 |
| USOPC & Government               | Manages relationships with the U.S. Olympic & Paralympic Committee, funders and regulators.                                         |
| Staff & Volunteers               | Leads, develops and holds accountable the USA Netball team.                                                                         |

## 7 • Terms of Appointment

- Part time, fixed-term contract of three to five years (renewable), commencing by mutual agreement.
- Based in US; remote role.
- Salary is pro bono with commission based earnings; performance incentives and allowances by negotiation.
- Some domestic and international travel is expected, particularly around the national events calendar and World Netball commitments.

## 8 • How to Apply

Complete application via <https://usanetball.org/usa-netball-careers> including resume and a cover letter (maximum two pages) addressing the selection criteria. Questions to [president@usanetball.com](mailto:president@usanetball.com). Applications are open until the correct candidate is appointed.