



Game Development Manager

Position Details

Position: Game Development Manager

Reports to: CEO

Direct Reports: Development Coordinator

Salary range: \$55,000 - \$60,000 plus superannuation

Term: Permanent full-time

Location: Mirrabooka International Softball Centre

Background

Softball has a long and proud history in Western Australia both as a popular community and grassroots sport and at the elite level. WA is ranked 1st in open women's competition in Australia after back to back national titles. The men's team finished 3rd in 2011 after winning the national title in 2010.

Softball Australia (SAL) is the national representative body for Softball in Australia. There are 8 member states and territories (the Member States), state/territory based associations and clubs (associate members) and individual members. WA has a similar structure with regional associations, clubs and individual members.

The vision of SAL's Participation Strategy and therefore WA's vision also, is to *provide opportunities for people of all ages, genders, abilities and ethnicity to participate in Softball no matter where they live in Australia*. This position has a role to play in the delivery of this vision by developing and implementing:

- Initiatives/activities that grow the game and provide access and equity to all participants and
- Ensuring appropriate integration into our mainstream programs for all market segments.

Job Purpose

- Provide participation opportunities in community and elite Softball for all ages and genders, with particular emphasis on participation for players, education for coaches, umpires and scorers, and the development of programs for Indigenous people, Culturally and Linguistically Diverse (CALD) communities, people with a disability and Socially isolated/disadvantaged populations as required by SAL in Western Australia.



Job Responsibilities

- Ensure the delivery of all endorsed SAL and SWA development programs through effective leadership, organisation, coordination, collaboration and communication with key internal and external stakeholders
- Oversee the development and administration of the Softball specific Community Coach Program (CCP) and the Indigenous Sports Program (ISP) throughout Western Australia
- Build and develop SWA's relationship with key stakeholder groups including (but not limited to) Member Associations and Clubs, SAL, DSR, Healthway, program sponsors, Garnduwa, Noongyar Sports, Newcrest
- Actively contribute to the development and delivery of existing and new products and programs for key target markets
- Provide verbal and written reports as required
- Provide timely, quality and relevant input into relevant SAL/SWA participation, educational and technical strategies and actively support the delivery of those strategies
- Develop and manage the annual development program budget in consultation with the CEO and the delivery of the program within the constraints of the budget
- Ensure compliance with all DSR, Healthway and other grant funding requirements
- Exercise financial delegations in accordance with SWA policies
- Ensure compliance with relevant SWA policies and processes
- Undertake other relevant tasks as agreed with the CEO

Qualifications and Experience

- Experience and proven success in developing and delivering programs in community sport
- Demonstrable knowledge of contemporary trends in participation and volunteering in sport
- Knowledge and understanding of the Western Australian community sport environment
- Sound financial skills and experience, including budget management
- Demonstrable marketing, communication and administration skills

Personal Attributes

- Well-developed interpersonal skills
- Self-motivated, enthusiastic and disciplined
- Strong attention to detail and accuracy
- Ability to work under pressure and to plan, prioritise and organize to meet deadlines and commitments



- Ability to deal with people with diverse backgrounds and interests and at all levels
- Ability to work independently and collaboratively within a multi-disciplinary team
- Proactive, hands-on approach
- Ability to be flexible and adapt to changing responsibilities as required
- Team oriented and inclusive
- Empathetic and supportive
- Willingness and ability to work outside normal business hours and to travel as and when required

Key Relationships

- SWA CEO and staff
- The Department of Sport and Recreation personnel
- Organisations that represent the interests of the Social Inclusion program's target markets
- Member Associations and Clubs
- Individual SWA members and potential members
- Sponsors and suppliers

Key Performance Indicators

The performance of the Game Development Manager will be assessed against Key Performance Indicators (KPI's) agreed with the CEO at the commencement of their employment. The KPI's will be reviewed at least every 6 months in line with SWA's performance management program.