

## CRITERIA FOR APPOINTMENT OF COMMISSIONERS

The West Australian Football Commission (WAFC) is entering an exciting period as it shapes the future of football in Western Australia. In 2017, the WAFC released its 5-year Strategic Plan for WA Football, which was the culmination of a once-in-a-generation review of football in WA and sets out our approach for one of the biggest periods of reform for football in this state.

Under our Strategic Plan, the WAFC has a new vision for football which is *“Connecting and enhancing WA communities through our great game”*, to be delivered under the three strategic pillars of Engagement, Talent, and Sustainability. As an organisation we value Our People, Our Relationships, Being Our Very Best and Leading Our Industry.

We are seeking Commissioners who can assist in leading both the WAFC and the WA football industry through an exciting period of transformation, support the good governance and accountability of our organisation, and foster strong relations across all stakeholders to our game. The overarching responsibilities of Commissioners are to protect and to grow football by overseeing the promotion, development, and management of football in WA as well as providing guidance, planning and leadership to all levels of the game.

The WAFC, on behalf of football in WA, seeks the following attributes for future Commissioners:

- 1) be of good public standing and reputation;
  - 2) demonstrate an ability to think laterally and objectively about the future growth of the game of football, requiring a good understanding of risk assessment and management;
  - 3) act independently and make decisions without favour or prejudice to any particular individual or group;
  - 4) offer skills, experience or knowledge (such as football, sports management, human resources, marketing, PR, finance, commerce, strategy, indigenous, audit, risk, government relations) that could complement the existing skills of Commissioners, which will assist the wide-ranging responsibilities of the Commission;
  - 5) assist in setting the strategic direction for the Commission in addition to providing sound advice on managing issues;
  - 6) understand and respect the orderly workings of the Commission in order to maintain the integrity of the decision-making process;
  - 7) understand and accept the importance of maintaining confidentiality where such confidence is required;
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- 8) be able to contribute to a challenging Board environment whilst respecting other Commission members and their views;
  - 9) demonstrate Board experience (especially in larger more complex NFP) and understand the separation of duties and responsibilities of a Board member and the Executive Team;
  - 10) have an understanding of and responsiveness to stakeholders and be able to attend functions and events on a regular basis as well as mix with and generally represent the Commission in the broad community.
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## COMMISSIONER DUTIES & OBLIGATIONS

In line with the WAFC's 5-year Strategic Plan for WA Football, the WAFC is reviewing organisational structures and reporting processes to the Commission. The WAFC seeks to be an executive-led organisation where the Board's skills and expertise in the areas outlined below are used to support the delivery of the operational and strategic outcomes of the organisation.

The role of a Commissioner includes:

- Strategy development and implementation
- Setting risk appetite and culture
- Supporting HSE obligations
- Policy setting and review
- Enhancing and protecting the WAFC brand
- Providing strategic advice and direction to support football operations, governance and financial outcomes.

Specific duties and obligations are:

- 1) Commissioners are required to attend Commission meetings, which are typically held 7 times per year (currently the first Wednesday in the month from 5.00pm to 8.00pm). Meetings are also held bi-annually with each of the Boards of West Coast and Fremantle Dockers Football Clubs.
  - 2) There are three evening meetings of the Commissioners and the stakeholders (being West Coast, Fremantle Dockers, WAFL Clubs and Affiliates), being the Annual General Meeting in February and two Football Forums during the year.
  - 3) Commissioners sit on the Commission's sub-committees. In 2019 there will be 8 Commissioners, with 2-3 represented on each sub-committee. A Commissioner is usually a member of 1 or 2 sub-committees. The sub-committees' currently meet (usually late afternoon/early evening) on the following basis, with additional meetings on an ad-hoc basis as required:

○ Finance	Approx. 7 meetings per year
○ Football Affairs	Quarterly
○ Risk & Governance	Quarterly
○ Heritage	Quarterly
○ Aboriginal Advisory Group	Approx. 10 meetings per year
○ Remuneration	Annually
○ WA Football Hall of Fame Selection	Annually
○ WAFC Life Members Selection	Annually
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There are also other committees that are established as required for specific projects or reviews.

- 4) Commissioners are expected to attend a range of football games throughout the season, to support our role in engaging and developing strong relations with our stakeholders, which may include:
    - WAFL matches and functions
    - Community football
    - AFL matches as part of stakeholder and sponsor liaison and engagement in the WAFC-hosted suite
    - Country football carnivals or matches
    - Women's football matches
    - Amateur football matches
  
  - 5) As a Commissioner the WAFC seeks a balance between the skills, experience required to support the strategic direction of football in WA, whilst also being available to engage with a range of football stakeholders across the industry. Commissioners are also encouraged (not essential) to attend various games, functions and launches during the year such as the Sandover Medal, WA Football Hall of Fame, WAFL Finals Series, AFL Finals, AFL pre-season series, State Games, Landmark Country Championships, WAAFL and Women's Football League Grand Finals, WAFL 200 Club, WAAFL Hall of Fame and Fairest & Best dinners, AFL School Ambassador of the Year Dinner, etc., together with stakeholder (WCE, FFC, WAFL, District, WACFL, CFAC) functions, which may involve making speeches or presenting awards. Some of the functions may require only one or two representative Commissioner(s) to attend, not the whole Board, but there is a heavy workload particularly during August/September and at other busy times of the year.
  
  - 6) The position of Commissioner is not remunerated. However, in recognition of the schedule of commitments undertaken, an expenses policy has been implemented that includes attendance by a Commissioner and partner at the AFL Grand Final (including airfare, accommodation and tickets).
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