

## BOARD NOMINATIONS PROFILES 2020

**Please see below nominee profiles for the upcoming election for Triathlon WA (TWA) Board Members. This document should be read in conjunction with the Selection Criteria Matrix provided after the nominee profiles.**

Elections of the **four vacant** positions in accordance with Rule 25.2.5 of the Constitution of Triathlon Western Australia Incorporated.

***If the number of nominations exceed the number of vacancies to be filled, a secret ballot shall be taken in such a usual and proper manner as the chair directs.***

The secret ballot directed by the chair will take place via Elections Australia PTY LTD. Voting will open at 10:00am (WST) on Thursday 22 October 2020 and close at 4:00pm (WST) Wednesday 28 October 2020. The outcome of the vote will be declared at the AGM. All members that are entitled to vote as per the constitution will be delivered the instructions for online voting via electronic email on Thursday 22 October 2020.

### STEVE LYON

**Skills Met Category A:** Governance, Financial Management, Strategic Management, Risk Management,

**Skills Met Category B:** Human Resources, Board Experience, Connection to Triathlon WA

**PERSONAL STATEMENT:** As an incumbent board member I understand the challenges associated with this role and the difficult upcoming decisions that need to be made. Because of this, I believe it would be in TWA's interests to retain some of the longer term serving board members such as myself.

I have a vision and plan for the association to ensure that it is delivering for its members. I believe I have the skill sets to enable the association to deliver on this plan.

The current board has done a good job during difficult conditions in ensuring the association is more sustainable. TWA remains operational and also turned a modest profit. At the time of joining the board TWA was making a loss; I would like to ensure we don't return to this position.

### EMMA ELLIOTT

**Skills Met Category A:** Governance, Financial Management, Legal, Strategic Management, Risk Management

**Skills Met Category B:** Human Resources, Board Experience, Sports Administration.

**PERSONAL STATEMENT:** I have always actively volunteered throughout my life/career either within the business/professional arena or through sporting activities/volunteer roles. I see my application & nomination to join the Board of Triathlon WA (as I did with Golf WA) a way to combine my passion (and professional skills/qualifications) for business and sport. Having both a sports qualification, MBA and also professional experience at the executive level, I feel confident I would be able to actively contribute to the Board of Triathlon WA.

### SOPHIE ROW

**Skills Met Category A:** Governance, Financial Management, Strategic Management, Risk Management, Stakeholder Engagement

**Skills Met Category B:** Board Experience, Marketing, Sports Administration, Connection to Triathlon WA

**PERSONAL STATEMENT:** I am keen to utilise my MBA education, skills and experience in a board role. As a past director of an SSA and as EO at Masters Swimming WA, I have an excellent understanding of the responsibilities of being a board member. Triathlon is a sport that has always strongly resonated with me and I am keen to provide my expertise in assisting the organisation to achieve its strategic objectives. I have full confidence in the current management of Triathlon WA and feel I could be a highly valuable member of the Board in developing and supporting the future direction of the sport.

### BEN KING

**Skills Met Category A:** Governance, Financial Management, Legal, Stakeholder Engagement

**Skills Met Category B:** Sports Administration, Connection to Triathlon WA

**PERSONAL STATEMENT:** Ben is the current president of TWA and has been an elected board member for the last two years. Ben is a family lawyer and former professional cyclist. In Ben's spare time, he coaches and mentors a number of talented young cyclists. Ben is passionate about triathlon and now competes socially in half and full ironman events. Ben has a particular interest in encouraging junior athletes and everyday people to participate in local training and racing. Ben first competed in a triathlon in 2004 and after a number of years racing his bike returned to competing in tris for the healthy lifestyle and community spirit which are synonymous with the sport.

### BRIANNA ROSITANO

**Skills Met Category A:** Legal, Strategic Management, Stakeholder Engagement

**Skills Met Category B:** Marketing, Connection to Triathlon WA

**PERSONAL STATEMENT:** I am passionate about gender equity and achieving equal female participation in triathlons in Western Australia, as well as engaging with other organisations such as cycling and running advocacy groups, road safety groups and local councils to facilitate safe training for everybody.

I am committed to environmental awareness and sustainability and would love the opportunity to help make TWA an organisation which ensures triathlons and training are run in the most sustainable way possible for the environment so that we are not contributing to the destruction of the wonderful and beautiful places in which we can compete in Western Australia.

**SELECTION CRITERIA MATRIX**

Applicant Name	Steve Lyon	Emma Elliott	Sophie Rowe	Ben King	Brianna Rosita
<b>CATEGORY A – <i>satisfying at least three</i></b>					
Governance	<ul style="list-style-type: none"> <li>Member of AICD. Board member of TWA for previous 2 years.</li> <li>I have a strong understanding of Governance and have been influential on the incumbent board in their understanding of the difference between operations and governance.</li> <li>I recently participated in the DLGSC Governance Excellence training workshops</li> </ul>	<ul style="list-style-type: none"> <li>Past Board Director of ALPMA</li> <li>Past Chair ALPMA WA Branch</li> <li>Current Director of Golf WA</li> <li>Women in Sport Governance course completed through AIM/DSRCI</li> <li>Governance, Risk and Nominations Committee (GRNC) as CEO of ALPMA</li> <li>ALPMA and Golf WA are both held to their respective governance standards and regulations and, in total, I have five years of governance principles and practices experience.</li> </ul>	<ul style="list-style-type: none"> <li>Strong understanding of good governance and governance recommendations from Sport Australia specific to the sports industry.</li> <li>I have undertaken a number of governance courses through AIM as well as through my MBA completed in 2016.</li> </ul>	<ul style="list-style-type: none"> <li>Current TWA President</li> <li>Current TWA elected member of the Board</li> </ul>	
Financial Management	<ul style="list-style-type: none"> <li>In work I am accountable for asset management strategies for multi-billion dollar assets.</li> </ul>	<ul style="list-style-type: none"> <li>Within my role as CEO I report to our National Board (12) and am responsible for ALPMA's financial management,</li> <li>As an extension of the GRNC, in March 2020, I chaired our Crisis Management Team in order to respond to the COVID-19 pandemic. This has been a challenging year however our association has successfully navigated the financial impacts, the disruption to our normal schedule of events and fast-tracked a number of strategic initiatives.</li> <li>Similarly Golf WA has been able to meet &amp; successfully navigate the challenges of 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Extensive management of finances with full P&amp;L responsibility for Masters Swimming WA and previous experience managing budgets and P&amp;L in my roles as a business consultant and in the various marketing roles had over an 18 year period.</li> </ul>	<ul style="list-style-type: none"> <li>I have an accounting background (Bachelor of Commerce)</li> </ul>	
Legal		<ul style="list-style-type: none"> <li>Whilst not a lawyer, I have worked within the legal industry for 14 years and am currently the CEO of The Australasian Legal Practice Management Association (ALPMA) which is a NFP Membership Association that provides learning and development resources (re the business of law) to approximately 800 members across Australia, New Zealand and Singapore.</li> </ul>		<ul style="list-style-type: none"> <li>Lawyer (Bachelor of Laws) from UWA and obtained a Graduate Diploma of Legal Practice in mid-2014.</li> <li>I am currently working for a top tier family law firm, focusing primarily on complex property settlement disputes for high net worth individuals.</li> </ul>	<ul style="list-style-type: none"> <li>I achieved a Bachelor of Laws with Honours and am a senior solicitor with eleven years' legal experience, predominantly in criminal law, having worked as a Crown/State and Federal Prosecutor, in South Australia, the Northern Territory, the Australian Capital Territory and Western Australia.</li> <li>I have also worked at the Australian Health Practitioner Regulation Authority and as a Senior Legal Officer at the Department of Mines, Industry Regulation and Safety. I have appeared in multiple courts and jurisdictions including instructing in the High Court of Australia and appearing as counsel in trials, appeals and other matters in Supreme Courts, District Courts, Youth Courts and Local/Magistrates Courts, as well as Tribunals.</li> </ul>
Strategic Management	<ul style="list-style-type: none"> <li>As part of the TWA board I have been heavily involved in determining the strategic plan for 2021-23.</li> </ul>	<ul style="list-style-type: none"> <li>As CEO my role is strategic, both in setting the strategic direction for the Association (in conjunction with the Board) and for implementing the strategic plan.</li> </ul>	<ul style="list-style-type: none"> <li>Over 12 years of experience involved in strategic planning, nine years as a sports management</li> </ul>		<ul style="list-style-type: none"> <li>I have also demonstrated my strategic planning skills in a number of contexts. My legal skills have given me a strong ability to engage</li> </ul>

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	<ul style="list-style-type: none"> <li>In work I am accountable for asset management strategies for multi-billion dollar assets.</li> </ul>	<ul style="list-style-type: none"> <li>As the CEO I am on the following internal strategic committees:                             <ul style="list-style-type: none"> <li>Governance, Risk and Nominations Committee (GRNC)</li> <li>Membership Development Committee (Chair)</li> <li>New Strategic Markets Committee (Chair)</li> <li>Summit Committee (Annual Conference/Event)</li> <li>* Partnerships Committee (Chair)</li> </ul> </li> </ul>	<p>consultant to sports club and NFPs, leading business and strategic planning and nearly 3 years as the Executive Officer for Masters Swimming WA.</p>		<p>with stakeholders, critically review information, and define strategies and goals to achieve desired outcomes.</p> <ul style="list-style-type: none"> <li>While working at the Office of the Director of Public Prosecutions of Western Australia I volunteered on the Australian Association of Crown Prosecutors Annual Conference committee, which ultimately organised a very successful and well attended conference.</li> </ul> <p>I was also a member of the DPP Revue committee, writing and producing a feature length satirical comedy film.</p>
Risk Management	<ul style="list-style-type: none"> <li>I have been an active member of the audit and risk committee of TWA for the previous 2 years.</li> <li>I have been influential in making substantial improvements in how risk is managed within TWA.</li> <li>Currently in a management position with an ASX listed company with accountability for risk management.</li> <li>Chartered Engineer. Fellow of the IChemE. Professional Process Safety Engineer.</li> </ul>	<ul style="list-style-type: none"> <li>As the CEO I am on the following internal strategic committees:                             <ul style="list-style-type: none"> <li>* Governance, Risk and Nominations Committee</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>As a member of the Finance, Audit and Risk Committee of Masters Swimming WA, I work with the committee to manage Organisational and event risk associated with our pool and open water event.</li> </ul>		
Stakeholder engagement			<ul style="list-style-type: none"> <li>A deep understanding of the importance of stakeholder engagement through extensive experience managing sponsorship in my past marketing roles and now through managing a wide variety of stakeholders as Executive Officer at Masters Swimming WA</li> </ul>	<ul style="list-style-type: none"> <li>Have been trying to arrange sponsors to come on board with TWA (Stakeholder engagement) and introduced member nights.</li> </ul>	<ul style="list-style-type: none"> <li>I have demonstrated my stakeholder engagement skills in a number of contexts. As a lawyer I have directly engaged with various stakeholders in the criminal justice system such as police, other investigative agencies such as the Crime and Corruption Commission, defence solicitors and barristers, unrepresented defendants and litigants, expert witnesses, civilian witnesses including complainants in sensitive matters such as sexual assaults, witnesses who are from cultural and linguistically diverse backgrounds including aboriginal witnesses, and victim support services.</li> <li>I have also delivered legal presentations to stakeholders such as investigators to assist them in performing their duties effectively, and provided general legal advices.</li> </ul>

**SELECTION CRITERIA MATRIX**

Applicant Name	Steve Lyon	Emma Elliott	Sophie Rowe	Ben King	Brianna Rosita
<b><u>CATEGORY B – satisfying at least two</u></b>					
Human Resources	<ul style="list-style-type: none"> <li>Currently manage a team of approximately 50 engineers.</li> <li>5 years of experience in management positions with HR responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>I have worked within the legal industry, predominately within law firms, for 12 years and have been employed as a HR Manager/Business Manager for 7 years at a corporate and commercial firm and as the Finance and Administration Manager for 5 years at a general commercial firm.</li> </ul>			
Board Experience	<ul style="list-style-type: none"> <li>Board member of TWA for previous 2 years.</li> <li>ACEPT board member for previous 3 years (industry advisory board).</li> </ul>	<ul style="list-style-type: none"> <li>Past Board Director of ALPMA</li> <li>Past Chair ALPMA WA Branch</li> <li>Current Director of Golf WA</li> </ul>	<ul style="list-style-type: none"> <li>I am a member of AICD and have previously spent 2 1/2 years on the Board of Volleyball WA as an Appointed Director.</li> <li>I have also held a number of volunteer committee roles including Secretary and President of Allen Park Tennis Club, the Swanbourne Primary School P&amp;C and Ovarian Cancer WA.</li> </ul>		
Marketing			<ul style="list-style-type: none"> <li>Over 20 years of marketing experience working in a variety of countries, roles and sectors including the sports sector.</li> <li>Eight years spent with Puma with full P&amp;L responsibility for the marketing budget in the USA.</li> <li>Extensive marketing planning experience working with sports clubs in my role as a sports management consultant.</li> </ul>		<ul style="list-style-type: none"> <li>In addition to my law degree I also have a Bachelor of Media during which I learned about various marketing techniques and was a sub-editor for On Dit, the University of Adelaide student magazine. I have also strengthened my knowledge of marketing through other work in the media including work experience at Channel 10, appearances on ABC Radio Adelaide and Channel 44 television, and in writing articles for legal publications and writing theatre and arts reviews.</li> </ul>
Sports Administration		<ul style="list-style-type: none"> <li>I have a Bachelor of Science (Sports and Leisure) and a Master of Business Administration.</li> </ul>	<ul style="list-style-type: none"> <li>Twelve years spent in sports administration assisting and developing clubs including nearly 3 years at full responsibility for the management and operations of Masters Swimming WA</li> </ul>	<ul style="list-style-type: none"> <li>Exposure to sports administration and high-performance development program as a former AIS and WAIS Scholarship holder.</li> </ul>	
Connection to Triathlon WA Community	<ul style="list-style-type: none"> <li>Member of TWA for 5 years.</li> <li>Participant in WA races ranging from Sprint distance to IM 70.3. Competed at World Championships in Nice (2019) and Gold Coast (2018).</li> </ul>		<ul style="list-style-type: none"> <li>I have worked closely with TriWA over the past 3 years in my role with Masters Swimming WA seeking to cross-promote open water activities and develop collaborative opportunities.</li> <li>I am a keen arm-chair triathlete having trained and failed to complete a triathlon due to a injury</li> </ul>	<ul style="list-style-type: none"> <li>I have been involved in the sport of triathlon for a number of years.</li> </ul>	<ul style="list-style-type: none"> <li>I joined Stadium Triathlon Club after moving to Western Australia and through that, as well as through masters swimming and open water swimming competitions have developed strong bonds with those in the TWA community.</li> <li>I have also been appointed to the Women in Tri subcommittee, reflective of my commitment to gender equity.</li> </ul>

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