

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 **three 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 23rd September 2021 and close at 12:00pm (WST) Friday 1 October 2021. 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 23 September 2021

TWA is committed to gender diversity within all levels of the sport in Western Australia, including a balanced representation of gender within its leadership.

MS. MORGAN MARSH

Skills Met Category A: Human Resources, Governance, Risk Management, Business Management, Strategic Planning

Skills Met Category B: Connection to TWA, Director Qualification

PERSONAL STATEMENT: I have been involved in triathlon since 2007 and it has provided me with so many opportunities to travel, to challenge myself and achieve things I would have previously said were impossible. Having recently completed the Australian Institute of Company Directors course I would like the opportunity to contribute to the ongoing success of triathlon in Western Australia and be part of assisting other people to embrace all the benefits triathlon can bring.

MR. BRENDEN KOH

Skills Met Category A: Human Resources, Governance, Risk Management, Business Management, Strategic Planning

Skills Met Category B: Board Experience, Connection to TWA, Government Relations

PERSONAL STATEMENT: I served TWA as an Elected Board member for the previous two years have an excellent understanding of the challenges and decisions facing the Association. During my time on the board, I feel I have made a solid contribution to the advancement and governance of TWA.

I have a strong connection with the Triathlon Community having been a Triathlete for over 14 years. 8 years as the President and 13 years on the committee of UWA Triathlon Club. I have raced for Australia in the ITU Age Group Sprint World Champs, completed 12 70.3 Distance Triathlons and 1 full Ironman in Busso. I have previously been a Race Organiser for the Champion Lakes Women's Triathlon, so I understand and am passionate about the sport

MR. GARY ITZSTEIN

Skills Met Category A: Human Resources, Financial Management, Governance, Risk Management, Business Management, Strategic Planning

Skills Met Category B: Board Experience, Connection to TWA, Director Qualification, Government Relations

PERSONAL STATEMENT: Triathlon has been a large part of my life since 1985 and I expect this to continue. I have recently retired from full time work and as a result have the time to give back to the sport. I am a logical, practical thinker who is used to working as a board member. I have no conflict of interest and only want what is best for the sport. As can be seen from the above, I have significant experience working with NFP organisations and given the current debate about the structure of TWA I believe the time is right to step up and help the sport that I love.

MR. JOHN MCCANN

Skills Met Category A: Human Resources, Financial Management, Governance, Risk Management, Business Management, Strategic Planning

Skills Met Category B: Director Qualification, Connection to TWA

PERSONAL STATEMENT: Following many successful years participating in triathlon, I have been looking for opportunities to expand my contribution to the sport. I gained my coaching qualification in 2015 and have enjoyed helping others to achieve their health goals through triathlon and endurance sports. My prior employment prevented me from participating in external boards but gave me a strong foundation in management and the skills required to be an effective board member. Since retirement, I have been seeking board roles, like this one, that are aligned with my skills and interests. I am excited about the challenges that our sport faces in Australia now and feel I have the skills and experience to help steer Triathlon WA through these challenges and in the best direction for members and the sport

MR. SIMON MATTIACCIO

Skills Met Category A: Human Resources, Financial Management, Governance, Risk Management, Business Management, Strategic Planning

Skills Met Category B: Board Experience, Connection to TWA

PERSONAL STATEMENT: My nomination for TWA board membership is founded in the belief that this will provide me an opportunity to continue my involvement with community sport by offering value at the policy and governance level – enabling me to give something back to an industry which has been fundamental to my life since I was a grass-roots athlete in my youth.

I am passionate about the continual improvement of sport and recreation in the community. As a highly popular sport in WA, I believe TWA plays a significant role in this – which I would value the opportunity to contribute to.

SELECTION CRITERIA MATRIX

Applicant Name	Morgan Marsh	Brenden Koh	Gary Itzstein	John McCann	Simon Mattiaccio
<i>CATEGORY A – SATISFYING AT LEAST THREE</i>					
Human Resources	<ul style="list-style-type: none"> Bachelor of Commerce majoring in Human Resource Management, Industrial Relations and Management Extensive experience in Employee relations and industrial relations, including negotiation, mediation and dispute resolution with employees and multiple unions 	<ul style="list-style-type: none"> Worked as a HR Manager for over 4 years at a large ASX Listed company Currently manage a team of over 200 staff and subcontractors 13 years of experience in management positions with HR responsibility. Financial Management Extensive management of finances with P&L responsibility in Australia/Asia's largest Transport and Logistics provider 	<ul style="list-style-type: none"> Senior management positions for over 30 years and with up to 1000 employees under my control Familiar with Fair Work requirements and the importance of building a strong culture within organisations. 	<ul style="list-style-type: none"> Experience gained through 29 years of employment in management positions with oil and gas. Previous General Manager for Exxonmobil in Australia Business Owner - Management Consultancy business (Mcanalytics) – Consulting and Executive Coaching 	<ul style="list-style-type: none"> 8 years' experience in a middle management role, managing people, teams and projects
Financial Management			<ul style="list-style-type: none"> I have over 25 years' experience running a medium-large business and being responsible for financial performance. Additionally, as a volunteer I have been a member of Not-for-Profit organisations for 28 years and I am experienced with compliant financial reporting and compliance obligations for ACNC and ROC. 	<ul style="list-style-type: none"> 29 years employment in management (Oil and Gas) with experienced gained in Financial Management 	<ul style="list-style-type: none"> 8 years' experience in managing consultancy projects and project budgets of up to \$100k 8 years' experience in managing an operational annual budget of ~\$100k
Governance	<ul style="list-style-type: none"> Senior Executive in the State public sector with the responsibility of governance, risk and compliance including strategic planning and change management. I have recently completed the Australian Institute of Company Directors course and am currently undertaking the assessment process. 	<ul style="list-style-type: none"> Completed AICD Advanced Governance course through AIM as well as governance courses through my MBA completed in 2019 at UWA. Board member of TWA for previous 2 years Strong understanding and respect of good governance practices. 	<ul style="list-style-type: none"> I have a Company Directors Diploma from AICD and I am a current AICD member. As CEO for the Electrical Contractors Association, I held the position of company secretary. I reported to the Board monthly on governance relating to financial reporting, compliance with ACNC obligations, Insurance obligations, conflicts of interest, and Fair Work government departments. 	<ul style="list-style-type: none"> 29 years in management and leadership roles working in Australia, US, West Africa, UK and Norway. Member of the Australia Institute of Company Directors (AICD) 	<ul style="list-style-type: none"> Managing, and accountability for, the health, safety and environment governance activities which Enables us to maintain certification to ISO45001, ISO9001, ISO14001
Strategic Planning	<ul style="list-style-type: none"> Senior Executive in the State public sector with the responsibility of governance, risk and compliance including strategic planning and change management. 	<ul style="list-style-type: none"> As part of the TWA board, I have been heavily involved in determining the strategic plan for 2021-23. In work I am accountable for strategic planning and management of a WA Business Unit including labor Resourcing, business development, and asset management. 	<ul style="list-style-type: none"> As a CEO, ED and Executive General Manager I have been responsible for developing and updating strategic plans 	<ul style="list-style-type: none"> Previous General Manager for Exxonmobil in Australia experience gained in Strategic Planning 	<ul style="list-style-type: none"> 10 years' experience in developing and implementing annual business plans for the HSE functions of the business Current position on the GHD WA Leadership Team providing input into: <ul style="list-style-type: none"> Strategic directions via annual business planning Operational matters Marketing and client management Financial performance People Management Policy development Diversity and Inclusion

SELECTION CRITERIA MATRIX					
Applicant Name	Morgan Marsh	Brenden Koh	Gary Itzstein	John McCann	Simon Mattiaccio
Risk Management	<ul style="list-style-type: none"> Diploma in Work Health and Safety 	<ul style="list-style-type: none"> Previously held a management position for 8 years as a Risk Manager for large ASX listed company. Member of the TWA Audit & Risk Committee for the past year and been influential in Making improvements in how risk is managed within TWA during a volatile period. Hold a Postgraduate Diploma in Occupational Health & Safety (Risk Management) 	<ul style="list-style-type: none"> As CEO of ECA I reviewed risk on a quarterly basis generally in line with the AS/NZ 31000 guidelines 	<ul style="list-style-type: none"> 29 years employment in management (Oil and Gas) with experienced gained in Risk Management 	<ul style="list-style-type: none"> 8 years' experience in semi-quantitative and qualitative safety risk assessment facilitation consultancy to a range of clients and market sectors 8 years' experience managing and maintaining HSE the risk register, and risk management and mitigation initiatives to manage the risk profile for the for GHD Western Australia operations, in accordance with ISO45001 and based on ISO31000 principles.
Business Management	<ul style="list-style-type: none"> I currently provide leadership to a team of approximately 200 employees coordinating corporate services including human resources, financial services, information and related technology, media and corporate communications in an organisation of approximately 2000 located across the breadth of Western Australia Senior Executive in the State public sector with the responsibility of governance, risk and compliance including strategic planning and change management. Graduate Certification in Leadership and Public Sector Management. 	<ul style="list-style-type: none"> Completed a Master of Business Administration (UWA, 2019) Currently Operations Manager for large Transport & Logistics company with significant experience in contracts, dispute resolution, & change management. Co-owner of a successful small business in Education, employing approximately 20 staff with 250+ students. 	<ul style="list-style-type: none"> My legal acumen relates mainly to compliance to regulations, negotiation and execution of construction and asset management contracts as well as contracts for government grants relating to training. Over 30 plus years, I have managed and negotiated contracts with values of up to \$76 million dollars. Some of the contracts I took over 11 months to negotiate and had a contract life of up to 14 years I have been involved with disputes and their resolution through 30 years of contracting. Have been involved in and led numerous business restructures. The most recent and significant of these was creating a new charity incorporating the operations for 2 NFP and 1 union Experience with challenges of State Boards and National Organisations. 	<ul style="list-style-type: none"> Previous General Manager for ExxonMobil in Australia Member of Institute of Executive Coaching and Leadership. 	<ul style="list-style-type: none"> I currently work for a global professional services and consultancy firm, GHD, where I hold a middle management role, but also sit on the leadership team for the Western Australian operations of the business.

CATEGORY B					
Brand/ Marketing and Sponsorship					
Board Experience		<ul style="list-style-type: none"> Elected board member of TWA for past two years. Full attendance at board meetings during term AICD Advance Governance Course for Directors Keen to continue contributions for the benefit of TWA and its members 	<ul style="list-style-type: none"> Current – Board member and Director of Electrical Contractors Association Board member of Electrical Contractors Association 2013-2018 Board member of Electrical Contractors Association 1997-2010 Board member of Electrical Group Training 1993-2001 		<ul style="list-style-type: none"> 3.5 years' experience and current board member of Bicton Primary School

SELECTION CRITERIA MATRIX					
Applicant Name	Morgan Marsh	Brenden Koh	Gary Itzstein	John McCann	Simon Mattiaccio
			<ul style="list-style-type: none"> Board member of College of Electrical Training 1996-2000 President and Committee member South Perth Junior Football Club 2004-2010 President of Fremantle Triathlon club mid 1990s 		
Connection to TWA	<ul style="list-style-type: none"> I have been involved with the WA triathlon community since 2007 originally as a member of the Fremantle Triathlon Club and then the North Coast Triathlon Club. I am an active participant in all forms of multisport racing including duathlon, aquathlon, triathlon (from super sprint through to Iron man distances) and adventure racing competing within WA, nationally and internationally. 	<ul style="list-style-type: none"> TWA Member since 2008 President of UWA Triathlon Club for 8 years (2011-2019) UWA Triathlon Club committee member 13 years (2009 to current) Participant in WA Races including Sprints, Olympic, 10x ½IM, and 1x Full IM Represented Australia in Australian Age Group World Championships. Edmonton 2014 Bachelor of Health Science (Minor-Human Movement & Sport Science 2007) 	<ul style="list-style-type: none"> Completed my first triathlon at Rottneest in 1985 Completed approximately 35 Ironman 70.3 races Foster Ultra Triathlon 1987 Kiwi Lager Ironman 1989 Hawaiian Ironman 1989 WA Long Course Legend Ex Fremantle Triathlon Club President and founding member 	<ul style="list-style-type: none"> 36 years racing age group triathlon with over 300 triathlon finishes including 1 Ultraman, 7 Ironmans and over 30 half Ironmans; 6 years coaching triathlon through family owned coaching business, triexcel; active member of Stadium Triathlon Club since returning to Australia in 2015 Triathlon Australia Accredited Development Coach 	<ul style="list-style-type: none"> Previous (but not current) member of TWA with >25 years' experience as an athlete or coach including running, cycling, and strength and conditioning, among others
Director Qualification	<ul style="list-style-type: none"> I have recently completed the Australian Institute of Company Directors course and am currently undertaking the assessment process. 		<ul style="list-style-type: none"> Current member of AICD. Completed and passed directors course. 	<ul style="list-style-type: none"> AICD Company Directors Course will be undertaken in September 2021. Member of the Australia Institute of Company Directors 	
Government Relations		<ul style="list-style-type: none"> Experience writing funding grants Relevant contacts at DLGSC 	<ul style="list-style-type: none"> As CEO of NECA (industry association) I regularly met with State Government ministers and senior management (Director Generals) lobbying on such issues as licensing, safety, training, and commercial issues. 		
Sports Administration					