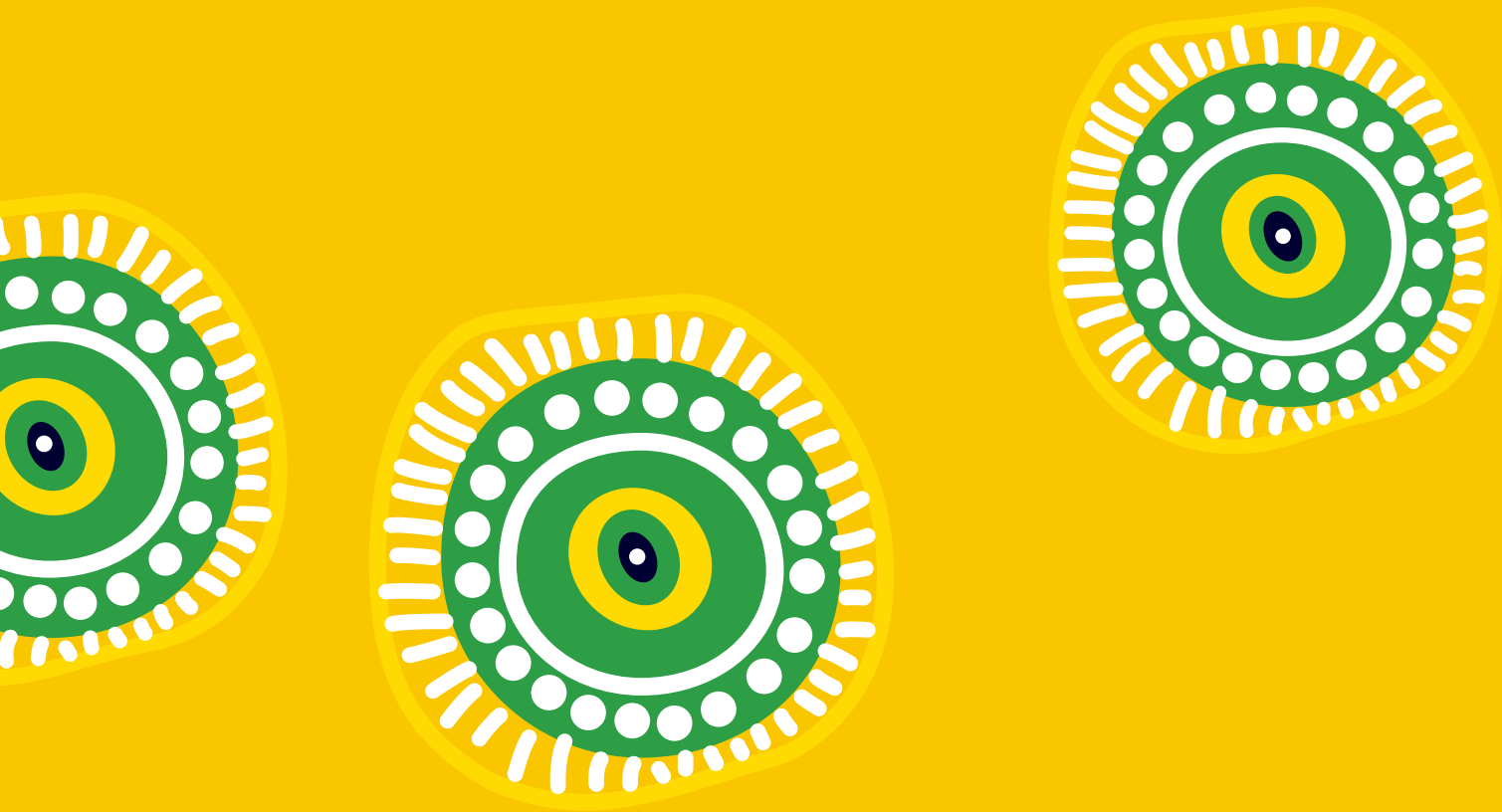


Candidate Information Pack

Organisation: The Australian Sports Commission
Position: General Manager, Australian Institute of Sports Operations
Consultant: Emma Alberici, Partner
Date: November 2025

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Australian Sports Commission Acknowledgement of Country

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands where its offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation, the people of the Yugambeh Nation and the Gadigal people of the Eora Nation.

The ASC extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and future.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

Australian Sports Commission

General Manager Australian Institute of Sports Operations

The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels. Our role is to increase involvement in sport and enable continued international sporting success through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS).

As the General Manager, AIS Operations, you will shape and lead the strategic direction of the AIS Operations Group, ensuring operational excellence and a world-class experience for athletes, partners, and the broader community. Reporting directly to the CEO, you will be a key member of the Executive, bringing strong commercial acumen, deep stakeholder engagement capability, and an ability to lead high-performing teams in complex environments. Your leadership will enable integration across branches to deliver impactful services and achieve operational KPIs aligned with the ASC Masterplan.

Among your key responsibilities will be to ensure high-quality, on-site service delivery to National and State Sporting Organisations, sporting clubs, school groups, tourists, event organisers, and the public. You'll oversee the effective management of risk, benefit realisation, and prioritisation across your Group of 77 people to support the achievement of strategic outcomes and operational performance targets. Partnering with key stakeholders across the sport system and broader ASC, the GM AIS Operations will provide strategic operational and commercial advice, fostering alignment with ASC priorities, strong customer relationships, and safe, efficient, and sustainable delivery of commercial services. You will oversee financial and operational performance, working closely with branch leads to ensure service quality, regulatory compliance, and strong governance. Championing quality customer experiences and leading strategic infrastructure planning and management for ASC's owned and leased facilities, you'll ensure they meet the required level of service in the most cost-effective way through the asset life cycle. Under your leadership, policies, procedures, and safety systems will be compliant with relevant legislative and regulatory requirements through proactive collaboration with internal stakeholders.

Operating at a national level, the position translates ASC's vision into measurable outcomes, driving performance, innovation and collaboration across a complex and high-profile environment. Key capabilities for the role include:

- Lead the development and execution of strategies that deliver on ASC's purpose and long-term vision, with a strong focus on national sporting system impact.
- Shape the operational direction of AIS services, ensuring alignment with broader organisational goals and responsiveness to emerging trends and priorities.
- Demonstrate sound judgement and innovation in navigating complexity
- Drive operational excellence and commercial performance
- Translate strategy into action, delivering measurable results against agreed targets, including financial, service quality, and stakeholder outcomes.
- Inspire and empower senior leaders and teams to deliver their best through clear direction, accountability, and support.
- Create an inclusive, high-performance culture that reflects the ASC Values of Excellence, Integrity, Respect, and Teamwork.
- Lead through change, building capability and resilience across the Group.
- Foster collaboration and alignment across teams to enable integrated service delivery and shared success.
- Uphold the highest standards of integrity, transparency, and ethical conduct in all decision-making.
- Role model ASC's values and expectations, including commitment to safety, wellbeing and continuous learning.

You will be required to travel and / or be present in the Canberra office of the ASC on a regular basis to fulfil role responsibilities.

To apply and for the candidate information pack, please go to www.derwentsearch.com.au and click on 'search jobs'. Your application requires a resume (no more than four pages) and a cover letter (no more than two pages) highlighting your suitability and most relevant achievements.

For further information, email publicsector@derwentsearch.com.au or call Emma Alberici from Derwent on 02 9223 1855

Applications Close: 11:59PM AEDT on Monday, 24th November 2025.

The Australian Sports Commission

Who we are

The ASC was established in 1985 under the [Australian Sports Commission Act 1989](#), and operates in accordance with the [Public Governance, Performance and Accountability Act 2013](#).

The ASC is governed by a Board of Commissioners appointed by the [Minister of Sport](#). The Board determines the ASC's overall direction, decides on allocation of resources and policy for delegated decisions and is accountable to the Minister for Sport.

We are the Australian Government agency responsible for supporting and investing in sport at all levels. The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels. Our role is to increase involvement in sport and enable continued international sporting success through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS).

We play a unique role in the sport ecosystem and tackle the big challenges and opportunities with and for the sector. We play different roles based on where and how we can add the most value through our expertise, leadership and voice. We exist because sport matters. It drives all we do at the ASC, including our culture. We stand for respect, integrity, teamwork and excellence. These values underpin how we treat each other and our stakeholders, how we deliver for sport and how we create the world's best environment at the ASC.

Our purpose

Our purpose is to increase participation in organised sport and continued international sporting success through leadership and development of a cohesive and effective sports sector, provision of targeted financial support, and the operation of the AIS.

We invest in national sporting organisations (NSOs) and national sporting organisations for people with disability (NSODs) and work with them to achieve greater sport participation outcomes and industry growth. We will work on generating a competitive advantage for Australian athlete success. We also identify opportunities to work strategically in partnership with sports and organisations that enhance the broader Australian sport sector.

Play Well

Australia's Sport Participation Strategy (Play Well Strategy) has been developed to create great sporting environments and experiences, where individuals of all ages, backgrounds, genders and abilities can come together to access the benefits of sport.

Win Well

We are building sustainable sporting success that will inspire and motivate Australians for generations to come. Australia's High Performance 2032+ Sport Strategy (Win Well Strategy) is our roadmap to delivering the best outcomes for our athletes, our sports and for all of Australia.

The Australian Sports Commission's Strategic Vision: Our Green and Gold decade of opportunity



Strategic Vision to 2034

This strategic vision outlines the Australian Sports Commission's focus areas for the next 10 years and beyond, capitalising on the calendar of major sporting events and build-up to the Brisbane 2032 Olympic and Paralympic Games. It is separate, but aligned, to Australia's High Performance 2032+ Sport Strategy. This is a defining era for sport and the Australian Sports Commission (ASC).

We have begun the Green and Gold decade to Brisbane 2032, and we are focused on building sustainable success well beyond. This is an incredible opportunity to unite and inspire Australia through sport. The leadership we show right now can shape Australia's long-term prosperity, well beyond sporting boundaries. A thriving Australian sport system is enormously influential to a booming Australia. This ASC strategic vision aims to bring out the best in everyone involved in sport. Success is establishing Australia as the world's best sporting nation.

Commitment to equity, diversity and inclusion

Our vision for reconciliation

As a leading entity in sport, the ASC's vision is to lead nationally in reconciliation, using sport as the vehicle. The ASC, aims to improve the recognised health and wellbeing inequities of Aboriginal and Torres Strait Islander peoples through sport participation and engagement with sport. We understand the importance of, and will strive to, create culturally safe and diverse environments for all, that celebrate the vast contributions of Aboriginal and Torres Strait Islander peoples and culture to foster such participation and engagement. We aim to do this both internally in the ASC and externally through our work with sports and the greater.

Commitment to equity, diversity and inclusion

The ASC aims to integrate reconciliation into all facets of our business, to help close the gap and improve the recognised health and wellbeing inequities of Aboriginal and Torres Strait Islander peoples through sport participation and engagement with sport.

The ASC is committed to be intentional in fostering a culture of equity, as it is imperative that our sport sector becomes truly representative of a modern, progressive, and diverse Australia. Sport needs to be more open and inclusive, and as the lead sporting organisation we need to set the example and champion this. The [Diversity, Equity and Inclusion Framework](#) demonstrates our commitment to diversity, equity and inclusion.

Organisation Memberships & Partnerships

[Pride in Sport, opens in a new tab](#) is an [ACON, opens in a new tab](#) Pride Inclusion Program, specifically designed to assist sporting organisations of all levels with the inclusion of employee, athletes, coaches, volunteers and spectators with diverse sexualities and genders.

Pride in Sport Index

The ASC is committed to participating in the Annual Pride in Sport Index. The Pride in Sport Index is an initiative of the [Australian Human Rights Commission, opens in a new tab](#), the ASC and legacy of the Bingham Cup, Sydney.

The [Pride in Sport Index, opens in a new tab](#) (PSI) is the first and only benchmarking instrument specifically designed to assess the inclusion of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) people within Australian sport and sporting organisations. Participating in the index allows Australian sporting organisation to not only assess their own work, but determinate what constitutes good practice, along with the ability to benchmark initiatives against an external measure, and other sporting organisations.



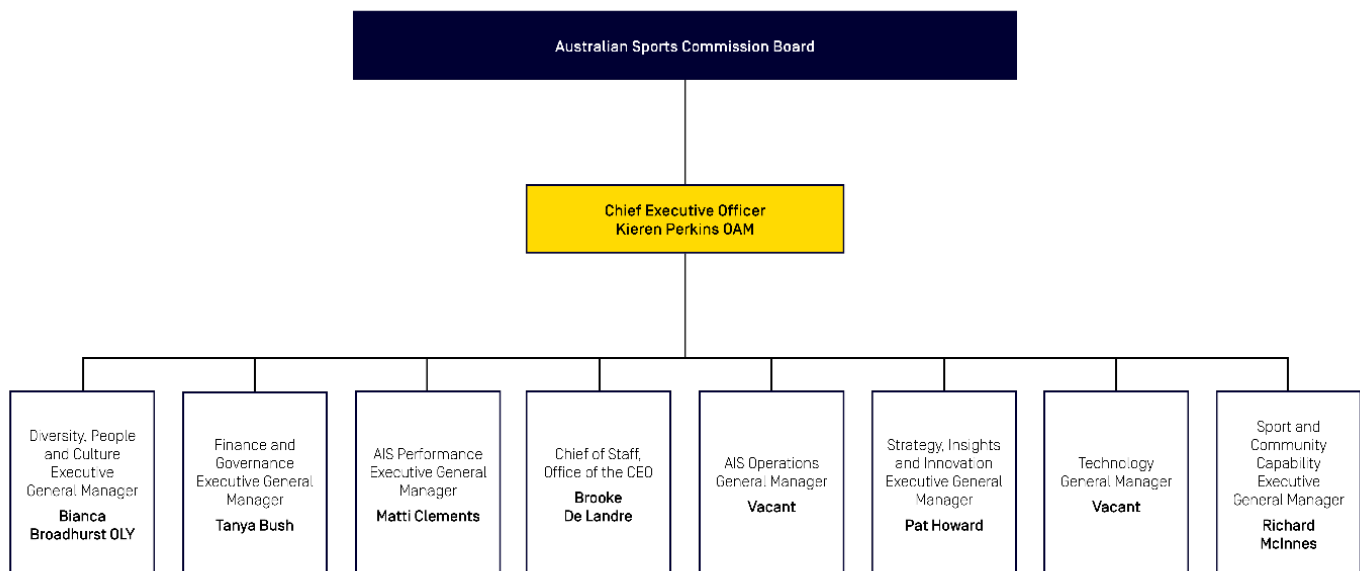
Our operating model

Our operating model

At the ASC, we champion the value of sport. We encourage and help Australians of all backgrounds, ages and abilities to get involved in sport and enjoy the many benefits. We play a central leadership role across the broader sport sector through collaboration and direction.

As a Corporate Commonwealth Entity (CCE), the ASC is funded by the Australian Government to support and invest in sport at all levels.

The ASC delivers a variety of grants through investment in high performance and national sport participation programs, performance pathways, people development and wellbeing, and research and innovation. We manage high performance operations at the AIS Campus in Canberra, supporting seven National Training Centres of Excellence, and a European Training Centre in Italy. Further, we individually support thousands of athletes and dozens of Australian sports through guidance and collaboration.



ASC Board Members



**KATE JENKINS
AO**

Chair



**NICHOLAS
GREEN OAM**

Deputy Chair



JIM BETTS

Ex-Officio



**LYNNE
ANDERSON**

Member



**DR BRIDIE KEAN
PLY**

Member



**ANDREW
PURCHAS OAM**

Member



**DR CHLOE
FLUTTER**

Member



**LYDIA WILLIAMS
OLY**

Member



SELWYN BUTTON

Member



LIZ JACK OLY

Member

ASC CEO



**KIEREN PERKINS
OAM**

CEO





Job Description

General Manager AIS Operations

Job Number	2136
Grade	ASC 8
Engagement type	Full-time, Ongoing
Location	Canberra, ACT – Melbourne, VIC – Sydney, NSW (Canberra preferred)
Immediate manager	Chief Executive Officer
Business Group	AIS Operations
Security Clearance	Negative Vetting Level 1
Date of Effect	17 September 2025

Sport has a place for everyone and delivers results that make Australia proud

The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels. Our role is to increase involvement in sport and enable continued international sporting success through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS).

Sport drives all we do at the ASC, including our culture. We are committed to building a culture we can all be proud of, one that is based on our values of Respect, Integrity, Teamwork, and Excellence. From grassroots sport to elite international competition, we recognise the role sport can play in engaging every Australian. The actions we take to achieve our vision for reconciliation is outlined in our [Innovate Reconciliation Action Plan \(RAP\)](#).



The Role

As the General Manager, AIS Operations, you will play a critical leadership role in delivering the ASC's purpose and strategic vision. Reporting directly to the CEO, you will shape and lead the strategic direction of the AIS Operations Group, ensuring operational excellence and a world-class experience for athletes, partners, and the broader community.

You will be a key member of the Executive, bringing strong commercial acumen, deep stakeholder engagement capability, and an ability to lead high-performing teams in complex environments. Your leadership will enable integration across branches to deliver impactful services and achieve operational KPIs aligned with the ASC Masterplan.

Key responsibilities include:

- Provide strategic leadership and oversight of AIS Operations in alignment with the ASC Strategic Vision, ensuring high-quality, on-site service delivery to National and State Sporting Organisations, sporting clubs, school groups, tourists, event organisers, and the public.
- Oversee the effective management of risk, benefit realisation, and prioritisation across the Group to support the achievement of strategic outcomes and operational performance targets.
- Partner with key stakeholders across the sport system and broader ASC to provide strategic operational and commercial advice, fostering alignment with ASC priorities, strong customer relationships, and safe, efficient, and sustainable delivery of commercial services.
- Lead business planning across diverse ASC initiatives, driving operational excellence and an enhanced athlete and stakeholder experience.
- Oversee financial and operational performance, working closely with branch leads to ensure service quality, regulatory compliance, and strong governance.
- Champion quality customer experiences and lead strategic infrastructure planning and management for ASC's owned and leased facilities to meet the required level of service in the most cost-effective way through the asset life cycle.
- Ensure policies, procedures, and safety systems are compliant with relevant legislative and regulatory requirements through proactive collaboration with internal stakeholders.
- Identify and deliver operational efficiencies, cost-saving initiatives, and service improvements in line with organisational priorities and corporate planning timeframes.
- Champion and lead organisational change through inclusive and consultative approaches that engage staff and reflect the ASC values of Excellence, Integrity, Respect and Teamwork.

AIS Operations Group

The AIS Operations Group delivers end-to-end ownership and visibility of the ASC facilities and campus experience for athletes, coaches, sporting participants and National Sporting Organisations (NSOs), from strategy to operations and service delivery. The Group consists of the following teams:

Site Transformation

- Strategically manages and optimises the ASC's infrastructure through proactive asset management, ensuring facilities are safe, sustainable, and fit for purpose. This includes shifting to a long-term, planned approach that supports organisational goals, maximises value from assets, and underpins the ASC's future needs.

Residences

- Ensures the effective, efficient and safe delivery of accommodation and dining operations including the AIS Athletes Village, AIS Residence of Champions and AIS Dining Hall.

Commercial Operations

- Leads and delivers ASC's commercial operations across swim school, tours, and retail, ensuring facilities are safe and operational for both public and high-performance use. Drives community engagement by promoting participation, tourism, and cultural experiences, while balancing financial sustainability with broader participation and access goals to achieve strong net results.

Site Strategy and Facilities

- Ensures the efficient operation and strategic management of ASC's physical and operational infrastructure, encompassing capital works, maintenance, security, logistics, and horticulture, to provide safe, sustainable, and fit-for-purpose facilities that enable organisational success.

Early Childhood Services

- Manages the operation of a 48-place long day care centre for children aged birth to 5 years, serving primarily ASC staff. Ensures compliance with National Law, National Regulations, and the National Quality Standards.



Essential Criteria

The GM AIS Operations provides strategic and operational leadership of the AIS Operations portfolio, ensuring the effective delivery of high-quality services that enable sporting success and community impact. Operating at a national level, the position translates ASC's vision into measurable outcomes, driving performance, innovation, and collaboration across a complex and high-profile environment. Key capabilities include

- Lead the development and execution of strategies that deliver on ASC's purpose and long-term vision, with a strong focus on national sporting system impact.
- Shape the operational direction of AIS services, ensuring alignment with broader organisational goals and responsiveness to emerging trends and priorities.
- Demonstrate sound judgement and innovation in navigating complexity and delivering sustainable outcomes.
- Drive operational excellence and commercial performance across a broad and complex portfolio.

- Translate strategy into action, delivering measurable results against agreed targets, including financial, service quality, and stakeholder outcomes.
- Lead business planning and resource management to ensure service delivery is efficient, safe, and high quality.
- Inspire and empower senior leaders and teams to deliver their best through clear direction, accountability, and support.
- Create an inclusive, high-performance culture that reflects the ASC Values of Excellence, Integrity, Respect, and Teamwork.
- Lead through change, building capability and resilience across the Group.
- Represent the ASC and the AIS Operations portfolio with influence and credibility in high-level forums.
- Foster collaboration and alignment across teams to enable integrated service delivery and shared success.
- Demonstrate authenticity, courage and decisiveness in leadership, particularly in times of change, uncertainty or pressure.
- Uphold the highest standards of integrity, transparency, and ethical conduct in all decision-making.
- Role model ASC's values and expectations, including commitment to safety, wellbeing and continuous learning.



Employment Requirements

- The successful candidate will be subject to a National Police Criminal History Check and an International Police Criminal History Check if they have resided overseas for a period of 12 months or more in the last 10 years.
- The ASC's Child Safe Commitment provides insight into how seriously the organisation takes its responsibility to provide an environment that is caring, nurturing and safe. It is an essential requirement that all ASC employees obtain and maintain an active clearance/s to work with children.
- AGSVA (NV1) - This position requires the holder to be able to obtain and maintain a AGSVA Security Clearance to NV1. Candidates must be an Australian Citizen to meet eligibility requirements.
- This position is required to travel to and/or be present in the Canberra office on a regular basis to fulfil role responsibilities.
- This position may occasionally require weekend work, or work outside ordinary hours.





Australian Government
Australian Sports Commission



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