

Executive Brief



Organisation: Hockey Australia
Position: Chief Executive Officer
Consultant: Emma Alberici
Date: July 2026

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Chief Executive Officer

Hockey Australia | Melbourne | Ongoing Contract Full-Time

Lead Hockey Australia's most consequential decade.

Brisbane 2032 is six years away. A world-class Hockey Centre is under construction in Perth, the headquarters of a unique Centre of Excellence. A bold 2035 Strategic Direction is set. And Hockey Australia is looking for the leader to run toward all of it.

The Teams

Australian hockey is already among the most decorated sporting programs this country has produced. The Hockeyroos have won two World Cup titles and three Olympic gold medals, in Seoul 1988, Atlanta 1996, and Sydney 2000. The Kookaburras have spent 25 years in the global top three, won three World Cups, 15 Champions Trophies, and claimed Olympic gold in Athens 2004. Between them, the national teams have accumulated 13 Olympic and 17 World Cup medals.

The incoming CEO will inherit a high-performance culture with a genuine track record, and a mandate to re-ignite its next generation. Australian hockey can see more impactful sporting moments, more engaged fans, and more Australians connected to the sport.

The Moment

This is one of the most distinctive CEO mandates in Australian sport right now. It's a role with genuine strategic clarity, a strong Board that has done the work, and a once-in-a-generation platform from which to build.

The Mandate

Reporting to the Hockey Australia Board, the Chief Executive Officer leads HA's three-year Strategic Plan and the pursuit of its 2035 Strategic Direction. The first year will see the new CEO perform towards three identified, interconnected priorities; years two and three (and beyond) will be co-designed. The 2026-2027 priorities are:

New revenue and a resilient hockey enterprise: Drive growth in non-government revenue through new commercial partnerships, new assets, philanthropic models, and government investment. Lead and collaborate with stakeholders to harness "the Power of Many", extending a workforce of 50 into a national ecosystem of members, athletes, alumni, volunteers and fans. Ensure continued high standards in risk management, budgeting and financial management, commercial orientation, and governance.

Build a consumer business: Lead the most significant transformation in HA's identity, building a fan-based consumer business, a new consumer-facing hockey brand, and growing from a near 100,000 registered traditional field participants to one million customers by 2035.

Consistently top three: Supercharge Australia's high-performance future by leading Hockey Australia's next-generation Centre of Excellence. Drive pathways and accelerate global high-performance standards across all formats including indoor, and position Australia to dominate globally and pointed towards the Olympics in Brisbane 2032. The Kookaburras and Hockeyroos are the pinnacle that Hockey Australia is judged by annually – success is crucial.

The incoming CEO will continue to champion and advance efforts to make the sport as inclusive as possible, with participation ensured for all genders, sexualities, ages and cultural backgrounds. Diversity is a competitive strength for hockey. Hockey Australia is committed to meaningful First Nations outcomes, and the organisation's Innovate Reconciliation Action Plan is active and its First Nations programs are embedded.

About You

You will have experience leading organisations of comparable scale and complexity with budget responsibility in the range of \$20 million+.

You understand high performance sport and elite athlete programs, directly or through analogous environments. Critically, you are a proven senior executive with a track record of genuine transformation: structural change, new value creation and step-change results. You bring commercial acumen, experience building new revenue streams, and the stakeholder leadership to align and inspire a complex national ecosystem.

You are an outstanding public communicator, digitally literate, and sufficiently fluent in high-performance sport to lead the Consistently top three pillar with credibility.

You will have proven elite stakeholder engagement and influencing skills, to maintain and deepen HA's links to Member Associations, Hockey One, Australian Sports Commission, Federation of International Hockey, Oceania Hockey Federation, Australian Olympic Committee, Commonwealth Games Australia and all levels of government.

You empower your people to lead with confidence. You are emotionally intelligent, respectful of partnerships, values-anchored, and decisive under pressure. You understand that the Green and Gold Runway is already live and you bring the urgency the moment demands.

How to Apply

Applications are managed exclusively by Derwent Search. For a confidential discussion, please contact Emma Alberici on 0419 683 660. Applications should include your curriculum vitae and a covering letter demonstrating your motivation and suitability.

Introduction

Thank you for your interest in the role of Chief Executive Officer with Hockey Australia. As a trusted partner, Derwent has produced this information to help you become more informed about Hockey Australia's context, operations, strategy and culture. We encourage qualified applicants from diverse backgrounds, including women and non-binary, LGBTIQ+, First Nations, and people with a disability.

The Organisation

- Hockey Australia is the national governing body for hockey in this country, on the Green and Gold Runway to Brisbane 2032, in a partnership with the WA Government to deliver a world-standard hockey complex including a Hockey Australia Centre of Excellence, with a 2035 Strategic Direction and an expansive 2026–2028 plan.
- There are approximately 90,000 registered players but an ambition to lift and diversify engagement with the sport to several multiples of that. This includes participants, customers, fans and all supporters
- There are approximately 50 staff and a \$20M+ budget, with a solid executive team and strong foundations to build on. The CEO reports to the Board.
- HA Corporate headquarters are in Melbourne with regular travel required to Perth (High Performance Centre of Excellence), nationally and occasionally internationally.
- Hockey Australia operates in a stakeholder-rich environment, with high potential to continue to grow the strength and impact of these relationships under the next leadership model.

Governance

Hockey Australia continues to strengthen its governance capability, achieving a 2026 score of 3.9 out of 4.0 – above the national average for comparable National Sporting Organisations.

The Board is chaired by President Sally Carbon OAM OLY FAICD and supported by Vice President Colin Murphy, and Directors including Brent Clark, Helen Galloway FAICD, Danielle Woods, Nova Peris OAM OLY, Gary McGrath FAICD, Craig Sloan and Craig Roberts.

A comprehensive Governance Framework sets out the role of the Board and its Committees, internal policies and controls, interactions with external bodies and regulators, and Hockey Australia's role in the National Integrity Framework for Australian sports.

Opportunity Context

The role of Chief Executive Officer

Hockey Australia is looking for a leader who can execute a transformation, including building new capacity and capability, who will take Hockey Australia beyond a high-performing National Sporting Organisation delivering global success, to also being a value-adding sports business, driving new commercial revenue and making the sport culturally relevant.

- **Commercial growth** – 30%+ growth in non-government revenue, a new fan-facing consumer brand, and 10% year-on-year growth in commercial partnerships.
- **Consumer business** – develop and execute a plan to shift Hockey Australia from a traditional NSO to also be a modern consumer-oriented sports business, engaging both traditional participants as well as fans to grow the relevance and value of the sport and ensure its long-term sustainability.
- **High performance** – accountability for the consistently top three pillar, the Perth daily training environment and Australian-wide new Centre of Excellence, pathways including new the Talent Accelerator 2032, and Campaign 2032 towards a home Olympics.
- **Stakeholders** – Member Associations, Hockey One, ASC/AIS, Masters, Indoor and Country Committees, OHF and FIH, government, and the Power of Many network of athletes, alumni, volunteers and fans.
- **People and culture** – leading a ~50-strong team through change while sustaining staff engagement above 75%, athlete engagement above 80%, and championing safety, inclusion, diversity, equity and wellbeing across the organisation.

What we are looking for

A transformational, commercially minded leader bringing credibility and genuine urgency to the mandate.

- **Transformation track record** – demonstrated, measurable step-change leadership, not incremental improvement.
- **Commercial acumen** – experience building new revenue streams and business capability from an early stage.
- **Stakeholder and communication power** – a credible public face able to align a complex, federated national ecosystem.
- **Sport leadership experience, or comparable** – demonstrated ability to succeed in a complex stakeholder environment at national scale, and with the credibility to lead and manage Hockey Australia’s high performance system.
- **Emotional intelligence and decisiveness** – leads through trust, reads culture, and navigates competing priorities without paralysis.

Near-term priorities

- Resourcing and launching the Talent Accelerator 2032.
- Building new commercial revenue and progressing the fan-based consumer business toward 350,000 customers by 2028.
- Advancing the WA Government Hockey Centre relationship.
- Sustaining staff and stakeholder engagement through a period of transformation, while supporting and continuing existing operations that are performing well.

Some of Hockey Australia’s key activities

Australia’s national women’s hockey team – the Hockeyroos

Current FIH World Ranking: 8



Year Established

1914

Head Coach

Rhett Halkett

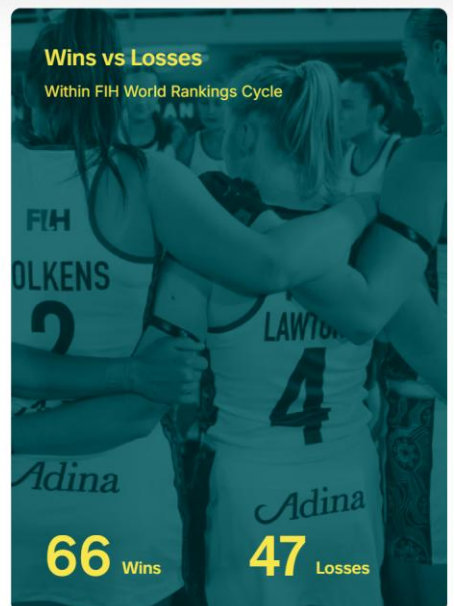
Championships



Olympic Gold,
1988, 1996 + 2000,
World Cups,
1994 + 1998

Wins vs Losses

Within FIH World Rankings Cycle



66 Wins

47 Losses

Australia's national men's hockey team – the Kookaburras

Current FIH World Ranking: 4



Year Established

1922

Championships



Olympic Gold,
2004,
World Cups,
1986, 2010 + 2014

Wins vs Losses

Within FIH World Rankings Cycle



89 Wins

44 Losses

Head Coach

Mark Hager

U21 National Teams – The Jillaroos and Burras



HookIn2Hockey

HookIn2Hockey is Hockey Australia's junior entry program. With an emphasis on fun, the program offers kids the perfect opportunity to get out, make friends and play. Designed centrally by Hockey Australia and delivered locally by Member Associations and local Clubs, as well as through special clinics attended by national representative athletes, HookIn2Hockey is growing at 13% annually, with 12,900 participants in 2025.



Events

Hockey Australia hosts and participates in a broad range of national and international events.

2025's **National Championships** covered eight events across the country, beginning with the Indoor Championships in Canberra, followed by the Under-16 National Championships in Adelaide, the Under-21 National Championships in Bendigo (Victoria), the Under-18 National Championships in Perth, the Country Championships in Rockhampton, the Under-14 National Championships in Brisbane, the Women's Masters Championships in Hobart and the Men's Masters Championships in Newcastle. Combined, these events attracted 5,062 players, 549 on-field and off-field officials, 1,909 team staff and 323 teams across 1,109 matches. A new initiative in 2025 introduced compulsory integrity education at the Under-21 and Under-18 Championships.



International Events included:

- **2025 FIH Pro League – Sydney Stage (4–9 February):** Sydney Olympic Park hosted the Australian leg of Season 6 of the FIH Pro League, with close to 10,000 attendees across the six days of competition – some of the strongest crowds seen in Australian hockey in many years.
- **2026 FIH Pro League:** The Tasmanian Hockey Centre hosted a double block of Pro League in February 2026, with men's and women's teams then travelling to England, Belgium and the Netherlands for the final Pro League matches of Season 7.
- **2026 World Cup:** Men's and Women's FIH World Cups will be held in Belgium and the Netherlands in August 2026, with the Kookaburras and Hockeyroos both qualified.
- **2025 Oceania Cup – Darwin (4–7 September):** The first time international hockey had been played in the Northern Territory in eight years. The event served as an official qualifier for the 2026 FIH World Cup, hosted by Hockey Australia with support from the Northern Territory Government and local partners.
- **2025 FIH Indoor Hockey World Cup – Poreč, Croatia (February):** Australia fielded both a men's and women's team. The men's team finished sixth overall, narrowly losing to former world champions Austria in the quarterfinals. The women's team finished tenth.
- **2025 Trans-Tasman Masters Hockey Challenge – Cairns (13–17 May):** A biennial event featuring 34 teams, more than 600 players and 51 matches across age divisions from over-35 to over-75 for men and over-35 to over-70 for women.
- **FIH Hockey Men's Junior World Cup – Madurai and Chennai, India:** Australia's under-21 men's team (the Burras) finished 11th overall.
- **FIH Hockey Women's Junior World Cup:** Australia's under-21 women's team (the Jillaroos) finished seventh overall, defeating England 3–2 in the classification play-off.
- **Country Program Tours:** Senior Country teams toured Singapore and Hong Kong, participating in the Hong Kong Football Club Hockey 5s tournament. The Under-21 Country teams toured Indonesia in December 2025 and contested the inaugural Ken Allan Trophy.

Hockey Australia Foundation

In 2025, the Hockey Australia Foundation grew significantly in impact, recording a 184 per cent increase in participation numbers compared to 2024. The program reached 1,969 children across seven different locations, with three of those locations being first-time providers.

The program shifted focus in 2025, with an emphasis on creating a pathway for Aboriginal and Torres Strait Islander children to transition from the foundation program into community hockey by addressing financial barriers such as equipment and registration costs. Delivery varied across locations, with member associations (state sporting bodies), local hockey associations and Aboriginal Community Controlled Organisations (ACCO) involved, which saw collaboration across multiple organisations to facilitate delivery. The program continued to utilise learnings from 2024 to ensure reinvestment in priority locations, while also expanding into new identified communities across Australia.



Please explore Hockey Australia's 2025 [Annual Report](#) and corporate [website](#) for more information about Hockey Australia's core activities.

Hockey Australia Corporate Strategy

Values

Purpose

Leading Australian hockey excellence, participation and global success

LEADERSHIP

INTEGRITY

EXCELLENCE

INCLUSION

COMMUNITY



Strategic Direction 2035

Hockey Australia has confirmed its Strategic Direction to 2035, aligned with ensuring a post-Brisbane 2032 Olympic legacy, and supported by a Strategic Plan through to December 2028. This work has been under way for 18 months, has been approved by the HA Board, communicated to key stakeholders, and adopted by HA's executive leadership team.

In Australia, hockey is uniquely inclusive across gender, age and background, with governance and integrity outcomes that consistently exceed national sporting standards.

With the Brisbane 2032 Olympic Games only six years away, high performance is central to our direction. Australian hockey has a proud legacy of international success, with 13 Olympic medals and 17 World Cup medals. Brisbane presents a generational opportunity to return the Kookaburras and Hockeyroos to the podium at a home Olympics.

This legacy is further strengthened by the new Australian Hockey Centre in Perth and the Hockey Australia Centre of Excellence, supported by the Western Australian Government. Construction has commenced and the facility, set to be among the very best hockey facilities in the world, is scheduled for completion in 2029.

Hockey has many assets that can help maintain and increase hockey's cultural relevance – two well-loved national teams (the Hockeyroos and Kookaburras); an entertaining and high-quality domestic league (Hockey One); a thriving national junior program (HookIn2Hockey); a "game for all" and a "game for life", with authentic diversity credentials and welcoming of participants from juniors to Masters; valued commercial partners and a free-to-air broadcast partnership (7plus) for international and Hockey One League matches.

However, like all sports, hockey is facing challenges to be overcome.

Hockey Australia needs to continue to diversify revenues beyond government support to ensure long-term financial independence and sustainability and maintain a resilient organisation that cannot be "knocked off course" by external or internal issues (e.g. reputational or integrity issues, performance setbacks, financial shocks).

It needs to off-set declining traditional participation (a sector-wide challenge for sport) and protect the core of hockey community participation, while also ensuring hockey's ongoing relevance in the highly competitive market for attention through diversifying its customer base and product offerings.

International sporting success is core to HA's business and the objective of ASC high performance funding. International success helps to create heroes that underpin interest and participation in hockey, as well as positioning Australia for influence at FIH level. And Brisbane 2032 presents a unique opportunity for success at the highest level on home soil.

The HA Board has recognised these challenges alongside its assets and opportunities and has shaped the organisation's strategic response accordingly. Going forward, HA will be focused on three interconnected pillars:

- **Resilient hockey enterprise:** HA is transforming from a traditional national sporting organisation to also embrace the business of hockey and build a highly sustainable and resilient organisation, delivering value to members, partners, participants and fans

- **One million customers:** HA is evolving from a traditional focus on participation, to also explicitly encompass consumers and fans of hockey, with a customer-centric mindset and programs, products and services that meet contemporary expectations
- **Consistently top three:** HA is building a high-performance hockey ecosystem that will ensure Australia remains among the world's best hockey nations across teams, coaches, officials, pathways and facilities, and consistently competing for medals at pinnacle global events



The first phase of execution towards this Strategic Direction is Hockey Australia's 2026-2028 Strategic Plan. This plan is underpinned by a strong focus on partnerships, financial sustainability and high performance.

Strategic Plan 2026–2028: Priorities

Hockey Australia's 2026-2028 Strategic Plan comprises 42 deliverables across three pillars. Each deliverable is classified as either Transforming (12 deliverables), Improving (17), or Continuing (13), reflecting continued focus on quality, improvement and – where appropriate – transformation. The CEO is ultimately accountable for leading the execution of the Strategic Plan.

1. Resilient hockey enterprise

Hockey Australia is undertaking a bold transition from a traditional national sporting organisation to a modern hockey enterprise. Organisational structure and investment will be aligned directly to strategic priorities with renewed focus on governance, risk management, financial sustainability, and stakeholder engagement.

A new senior executive role is to be established within the Hockey Australia organisation structure, based in Perth, to lead performance outcomes, brand and commercial opportunities aligned to high performance, enabling the CEO to focus on enterprise growth, partnerships, and participation and customer transformation.

This pillar also includes:

- New philanthropic, partnership and shared-ownership opportunities for proud supporters and organisations to back emerging and established athletes
- Launch of a new consumer-facing brand and narrative for hockey, highlighting hockey's competitive advantages and impact in the community
- Optimisation of corporate services across the hockey system, enabling efficiency and performance across Member Associations and associated hockey entities
- Ambitious bids to host major global hockey events such as the 2030 FIH Men's and Women's World Cups, Junior World Cups, and FIH Pro League events at Australia's world-class facilities

2. One million customers

Hockey Australia is shifting its primary measure of scale from participation numbers to customer engagement (which includes participation). HA will work with Member Associations to “protect the core” of 11-a-side men’s, women’s, junior and Masters hockey across the country, while also “expanding the playing field” to encompass new ways to connect with and play hockey across a variety of formats.

A new consumer and fan marketing capability will drive growth to 350,000 customers by 2028 and establish a clear pathway to one million customers by 2035. This will be supported by digital platforms, athlete-led content, broadcast and streaming opportunities, and seamless customer experiences.

Key initiatives include:

- Investment in digital, data, marketing communications and fan engagement capabilities to help attract, retain and engage participants and fans
- Strengthened partnerships with Hockey One League, broadcast and commercial partners to elevate the visibility, entertainment experience and commercial value of hockey in Australia
- Exploration and launch of new, accessible hockey formats to meet modern participation demands
- Continue to attract and host top-level international hockey matches in Australia, including Pro League, exhibition matches, indoor and other formats.

3. Consistently top three

Hockey Australia’s high-performance ambition is clear: to be consistently ranked among the world’s top three hockey nations.

To achieve this, HA is making transformative investments and changes to the high performance hockey ecosystem. This includes:

- Establishment of the Hockey Australia Talent Accelerator 2032, providing an accelerated pathway for emerging athletes and coaches in the lead-up to Brisbane 2032. As a key first step in this transformational plan, the Hockey Australia Accelerator 2032 provides increased investment and high-performance development opportunities for identified athletes between the ages of 17 and 23 with a deliberate focus on producing world-class athletes for 2032.
- Expanded selection pathways and increased selection pressure. Hockeyroos and Kookaburras teams for the upcoming 2026 FIH World Cup in Belgium and the Netherlands may be picked from among the athletes currently named to train in the Perth daily training environment (DTE), but also from a wider pool of athletes challenging for selection from their training base either overseas or in their home state.
- Greater investment in world-class athlete and coach development
- A renewed national Indoor Hockey plan

Coaching development and appointment processes will also be strengthened through transparent review cycles and targeted investment.

In summary

Hockey Australia’s direction is clear:

- A Strategic Direction to 2035 that will deliver a Resilient hockey enterprise, One million customers, and consistently top three outcomes
- A Strategic Plan to December 2028 that includes prioritised transformation of the high-performance hockey ecosystem in the lead-up to Brisbane 2032, with the immediate launch of the Hockey Australia Accelerator 2032 a key plank in this agenda
- A focused set of initiatives and announcements that position hockey for sustainable growth, increased engagement, and world-leading performance

Additional Information

Organisation Website
Office Location

[Click Here](#)
10 Brens Dr, Parkville VIC

Annual Report
News and Media

[Click Here](#)
[Click Here](#)

Board President and Executive Team

Board



Sally Carbon, President

Sally is the founder and Director of G11Team, a Perth-based consulting firm assisting global companies with strategy and execution, high performing teams, and leadership for all industries (private, public and government) such as major projects, resources, finances, transport, health and education. She coaches 13 CEO's in their positions leading companies of \$50 to \$100m+ turnover. Sally has been a non-executive director for 34 years and is a Fellow of the Australian Institute of Company Directors.

She is the Chair of East Metropolitan Health Services, a near \$3b enterprise with 14 000 team members, and a Board member of Gumula Enterprises and Developments. Sally has formerly been a Commissioner with Sport Australia and has Chaired and Deputy Chaired the Australian Sports Foundation.

She was a Director of Docklands Authority in Melbourne overseeing the urban renewal project; and Chair St John WA, a near \$1b charity with 16 services.

Sally was a Hockeyroo from 1987 to 1994, winning a gold and silver medal at World Cups, and a gold medal at the Olympics. Sally was part of the Western Australia hockey team which won nine national titles. Sally has had nine books published. She has a Prime Minister's Award and Order of Australia for services to sport.

Executive Team



David Thompson, Acting Chief Executive Officer and Chief Strategy & Major Projects Officer

After a successful 30-year career in the apparel industry, including 25 years with Bonds, David Thompson transitioned into the world of sport to pursue his passion. His first role in the sports sector was with Cricket NSW, where he served as General Manager of the State Cricket Department. A former cricketer himself, David led the High-Performance division, overseeing coaches, support personnel, and sports medicine staff. He was also responsible for the contracting of elite male and female athletes for the NSW Blues, Breakers, and in subsequent years, the two Big Bash League teams.

In 2015, driven by his family's growing love for hockey and his personal ambition to lead a state sporting organisation, David joined Hockey NSW. His dream became a reality in July 2016 when he was appointed CEO. Under his leadership, Hockey NSW thrived, and in 2017, David was recognised as Administrator of the Year at the Sports NSW Annual Awards. He remained in the role until October 2021.

In November 2021, David took on a national strategic position with Hockey Australia. In this role, he has worked closely with CEO counterparts across the country, driving collaborative initiatives to enhance efficiency across the sport. Most notably, he led the development of Hockey Australia's first national strategic vision through to 2032, as well as the 2023–24 Strategic Plan.

With now 10 years dedicated to hockey and 15 years in the broader sporting industry, David brings a wealth of experience in stakeholder engagement, strategic planning, commercial development, and team leadership. His contributions have consistently delivered strong outcomes and helped shape the future of Australian sport.

**Simon Butterly, Chief Events Officer**

Simon is a highly respected senior sports administrator who, prior to commencing at Hockey Australia, honed his skills and experience at two of the most distinguished member-based not-for-profit sports organisations, the Professional Golfers Association of Australia and Life Saving Victoria.

As a trusted partner and collaborator that influences and forges strong alliances with teams, stakeholders, partners and clients, Simon's approach is backed by strong, best-practice operational and structured work practices.

Simon has a deep understanding of the myriad functions of sporting organisations, their governance frameworks and the importance of innovation in order to grow and succeed in a cluttered and competitive environment. He has successfully managed and operated significant state, national and international events across different sports and understands what success looks like for each stakeholder.

As a former international-level golf rules official, Simon also has an inherent understanding of the importance and role of officials and, more broadly, the continuing development and education of officials and coaches.

**Blair Crouch, Chief Commercial & Digital Officer**

With over 20 years of international experience in the sport and entertainment industry, Blair is a proven executive leader known for building high-performing teams and driving commercial growth for rights holders, agencies, and global brands. Blair has successfully negotiated and managed some of the largest and most high-profile commercial partnership deals in Australian sport. Renowned for his strategic leadership, he brings a track record of delivering results through effective team development and exceptional stakeholder relationship management.

**Suzanne Henderson, Chief Growth Officer**

Suzanne is a dedicated and passionate Sports executive leader who has worked in the sports sector for over 25 years.

With an educational background in Health Promotion, Business Management and a Masters in HR, Suzanne has held numerous senior management roles within sport.

Prior to starting at HA, Suzanne worked for the Australian Sports Anti-Doping Authority (now known as Sports Integrity Australia) in various project management and senior management roles including the People & Culture Manager for the 2006 Commonwealth Games. She then worked at Hockey Victoria in numerous leadership roles including being the General Manager – Game Development where she led the team to grow the sport and was an integral part of the Senior Leadership Team.

In 2020 Suzanne was part of the inaugural Women's Coaching Association board as a Non-Executive Director. It was during this time that she also completed the Foundations of Directorship through the Australian Institute of Company Directors.

Suzanne is highly motivated and passionate about getting people to participate in sport, especially hockey. She is a strong collaborator and prides herself in bringing groups together to achieve success. Throughout her career, Suzanne has been successful in driving an increase in women's participation in sport, especially as board member through policy development, education, and increased awareness of the benefits of gender equity and having diverse and inclusive sporting clubs.

Outside of work, Suzanne plays and coaches hockey. She loves to spend time with her family and enjoys watching them play sport. She loves to travel, experience new places and people.

**Tim Dempster, Chief Financial Officer**

Tim is an accomplished sports administrator and finance executive with a career that spans the sports, media, international events, and for-purpose sectors.

Holding extensive experience in finance, governance, strategy, and operations, Tim is an intuitive and strategic driver of change, focused on long-term value and financial sustainability.

**Bernard Savage, High Performance Director**

Bernard Savage is one of Australia's most experienced high-performance sport professionals, having held several senior executive level roles leading the country's most elite triathletes, rowers and hockey players.

Drawing on over 30 years' experience within the Australian sports system, Bernard has worked across several roles and organisations. Coming from a sports science background, Bernard led the Australian Swim Team's sports science team for just under a decade before moving into Performance Director roles.

Bernard has attended five Olympic Games with three of these as section lead and led multiple sports at Commonwealth Games and World Championships.

A value driven leader, Bernard has a keen interest in developing those around him to form strong high performing teams, specifically ensuring that athletes develop as people to succeed during and after their sporting career.

Bernard is married and lives with his wife Kath in South Fremantle, enjoys keeping fit and making wine.

Position Overview

POSITION TITLE	Chief Executive Officer
REPORTS TO	Hockey Australia Board of Directors
DIRECT REPORTS	Executive Leadership Team (Chief Strategy & Major Projects Officer, Chief Events Officer, Chief Commercial & Digital Officer, Chief Growth Officer, Chief Financial Officer, High Performance Director)
LOCATION	Melbourne, Victoria (with regular travel to Perth and nationally, and some international travel)
KEY INTERFACES	Hockey Australia Board; Executive Leadership Team; Member Associations; Hockey One League; Australian Sports Commission; AIS; FIH; AOC; Commonwealth Games Australia; State and Territory Governments; commercial and broadcast partners

Role Purpose

The Chief Executive Officer reports to the Hockey Australia Board of Directors and is accountable for leading all aspects of the organisation in the pursuit of the Board's 2035 Strategic Direction. This is a transformational leadership appointment. The CEO is responsible for executing the 2026–2028 Strategic Plan, building new capabilities that do not currently exist within the organisation, and leading Hockey Australia through a step-change in commercial scale, high-performance ambition and cultural relevance.

Key Responsibilities

Strategic Leadership

- Lead execution of the 2026–2028 Strategic Plan and ongoing pursuit of the 2035 Strategic Direction.
- Set organisational priorities, manage trade-offs, and ensure sequencing of transformation deliverables.
- Provide high-quality strategic counsel to the Board and facilitate quarterly progress reporting against all 43 plan deliverables.
- Lead development of the next Strategic Plan, to be formed and approved by June 2028.

Commercial Growth and Revenue

- Drive a 30%+ increase in non-ASC revenue through new commercial partnerships, philanthropic models, government investments and fan-based revenue streams.
- Oversee development of the fan-based consumer business – including a new consumer-facing hockey brand – targeting 350,000 customers by end of 2028 and one million by 2035.
- Maintain commercial partnership growth of 10% year on year.
- Lead Hockey Australia's approach to major event hosting, including the 2030 FIH World Cup expression of interest.

High Performance

- Hold overall accountability for the Consistently Top Three pillar of the Strategic Plan.
- Lead and resource the high-performance department, including the elite daily training environment in Perth, national teams, and the Talent Accelerator 2032.
- Oversee the professionalisation of the Kookaburras and Hockeyroos and build Hockey Australia's influence at the FIH.
- Ensure Campaign 2032 is resourced and sequenced to peak for gold medal performance at the Brisbane Olympic Games.

Stakeholder Engagement and Partnership

- Maintain and deepen Hockey Australia's relationships with Member Associations, Hockey One League, ASC, AIS, FIH, AOC, Commonwealth Games Australia and all levels of government.
- Lead the Queensland Government Green and Gold partnership and the WA Government Hockey Centre relationship.
- Build the Power of Many engagement network – athletes, alumni, volunteers and fans – as a genuine force multiplier for the organisation.
- Represent Australian hockey as a leading voice in Australian and international sport.

Organisational Leadership and Culture

- Inspire and lead the Executive Leadership Team and a workforce of approximately 50, maintaining staff engagement above 75% through a period of transformational change.
- Drive the Power of Many model, extending Hockey Australia's effective reach into a national ecosystem of partners, athletes, volunteers and fans.
- Embed the five Hockey Australia values – Leadership, Integrity, Excellence, Inclusion and Community – across all layers of the organisation.
- Champion safety, inclusion, diversity, equity and wellbeing in every aspect of operations, including active stewardship of the Innovate Reconciliation Action Plan.

Governance, Finance and Risk

- Maintain Hockey Australia's Australian Sports Governance Standards score and uphold governance integrity.
- Oversee disciplined budget management, risk oversight and transparent financial reporting to the Board.
- Maintain a high-functioning National Shared Services model across Finance, Human Resources, IT and Integrity.

Candidate Profile

Experience

- Proven senior executive or CEO experience, with accountability to a Board of Directors.
- Demonstrated track record of leading genuine organisational transformation – not incremental improvement – with measurable step-change results.
- Experience in sport leadership, or comparable demonstrated ability to succeed in a complex, federated stakeholder environment at national scale.
- Commercially astute, with experience building new revenue streams and/or new business capabilities from early stage.
- Experience managing organisations of comparable scale and complexity, with budget responsibility in the range of \$20 million+.
- Understanding of high-performance sport and elite athlete programs, either directly or through analogous performance environments.

Skills and Capabilities

- Exceptional stakeholder leadership – the ability to align, inspire and hold to account a diverse national ecosystem of partners, associates and stakeholders.
- Narrative and communication power – the CEO is the public face of Australian hockey and must be a compelling, credible communicator across media, government, corporate and community settings.
- Strategic and commercial acumen – able to identify and build new sources of value, not merely manage existing ones.
- Transformation leadership – skilled at sequencing, trade-offs and leading through uncertainty while maintaining organisational confidence.
- High-performance understanding – sufficient depth to lead and resource the Consistently Top Three pillar and engage credibly with coaches, athletes and performance staff.

- Digital and brand literacy – understanding of fan economy, consumer engagement, brand positioning and digital infrastructure sufficient to lead the One Million Customers transformation.

Attributes and Behaviours

- Transformational and bold – able to challenge the status quo, make hard decisions and create genuine new value.
- Emotionally intelligent – leads through trust, builds deep relationships, and is acutely aware of culture and the human dimensions of change.
- Values-anchored – genuinely aligned with Hockey Australia’s five values and able to lead by example under pressure.
- Servant leader – less doing, more leading others; extends reach exponentially through empowerment and the Power of Many.
- Decisive in complexity – able to hold and navigate competing priorities and tensions without paralysis or avoidance.
- Urgency and sequencing – understands the time-bound nature of the Green and Gold Runway and brings genuine urgency to the mandate.

Remuneration

An attractive and competitive remuneration package will be negotiated with the successful candidate, commensurate with the scale and complexity of the mandate and benchmarked against comparable Australian National Sporting Organisations. Hockey Australia has historically benchmarked CEO base salary to the 50th percentile of Australian Sports Commission data, with a performance-linked short-term incentive of up to 15% of base salary. Current benchmark data will inform final negotiations.

The Application and Selection Process

Executive Search Partner

Hockey Australia has engaged Derwent Search as an independent expert to conduct an executive search and manage the recruitment process. All applications are to be received by Derwent Search.

To apply

Closing date – 23:59 on 26th July 2026

To submit your application, please go to www.derwentsearch.com.au and “Search Jobs” to find a link to the opportunity. Your application must include a resume and a cover letter highlighting your suitability.

Enquiries

Please contact Derwent by email publicsector@derwentsearch.com.au and we will reply with appropriate information. For a confidential conversation, you can contact Emma Alberici, Derwent Partner on 0419 683 660.

Selection Process

The selection panel will review the applicant list and an assessment of applicants against the selection criteria to determine a list of candidates to attend a pre-screening interview with Derwent. The selection panel will then consider Derwent’s assessment report in selecting a short list of applicants to be invited to attend an interview with the Hockey Australia selection panel.

The Hockey Australia selection panel interview may include a verbal presentation on a topic provided to the candidate immediately prior to the interview, and a capability-based interview designed to reflect the selection criteria for the position. Candidates progressing to the final stage may also be required to complete additional assessments such as on-line personality and cognitive assessments.

The final candidate will be asked to attend a meeting of the entire Hockey Australia board. Board members can be viewed here: [The Board](#)

Timeline

The following timeline is provided as a guide and may subject to change.

- Closing date for applications – 23:59 AEST, 26th July 2026
- Interviews with Derwent – 27th July – 5th August 2026
- Interviews with Hockey Australia Selection Panel – Commencing from 10th August 2026.
- Derwent will notify applicants of material changes to the timeline.
- Less competitive candidates will be advised of their application status by 7th August 2026.

Pre-employment verification and background checks

The following checks will be conducted for the candidate(s) in final consideration and may be a condition of engagement / employment).

- National Police Check
- Professional Membership
- Qualification
- Bankruptcy

- Financial Regulatory
- Media Search
- A Working with Children Check (WWCC) must be secured before shortlist interviews

Referee Reports

Candidates at an advanced stage of consideration will be asked to provide at least two referees. These will be people the applicant reported to. They may be contacted as part of the selection process. Additional referees may be sought to assess a candidate's merits for the role, and written references may also be checked.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Candidates with a Disability

Derwent aims to ensure people with a disability can access secure and sustainable employment opportunities and are respected for their skills and capabilities. If required, we will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. You can specify in your application documents if you require adjustments, or please inform us at any stage, and we can arrange reasonable adjustments on your behalf. If you need to contact us about reasonable adjustments during the recruitment process, please contact publicsector@derwentsearch.com.au

**Thank you for your interest in
Hockey Australia**

Contact Us



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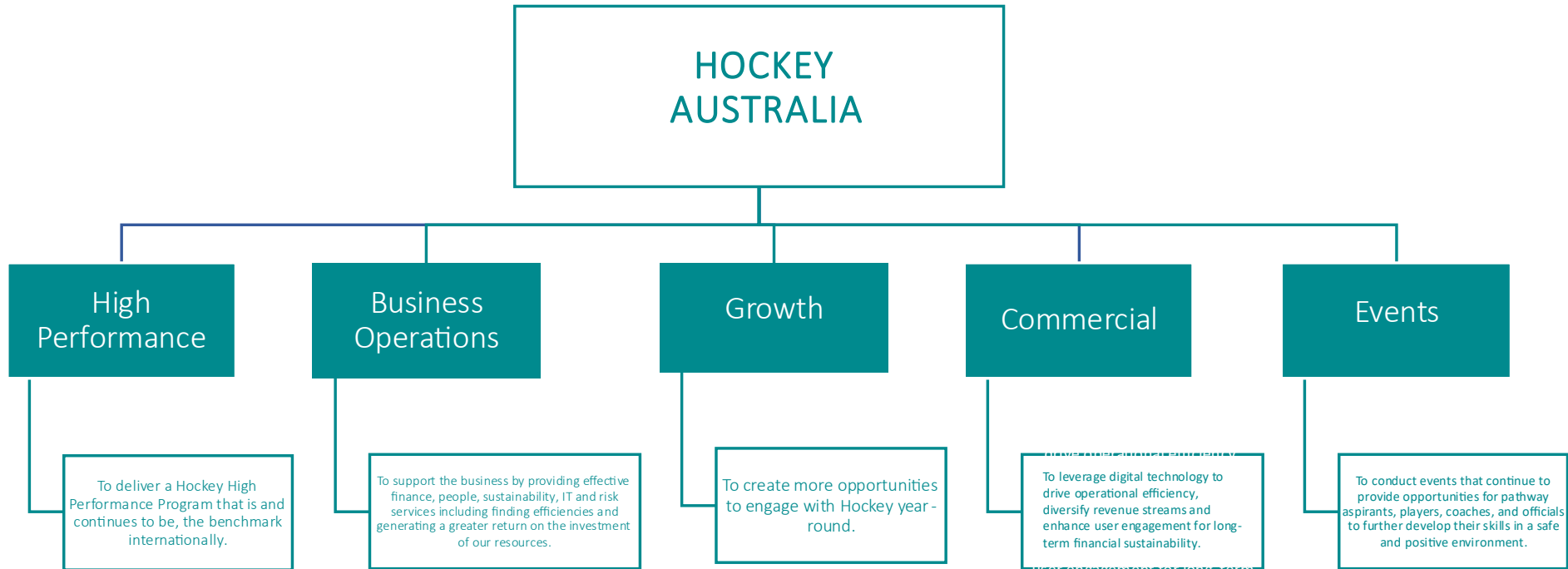


Hockey Australia is committed to a positive future for all Aboriginal and Torres Strait Islander communities and to honour their ongoing cultural and spiritual connections to this country and recognise the role and value of culture.

Hockey Australia is a proudly diverse organisation, who actively celebrates LGBTIQ+ diversity, inclusion, and pride in Australian Hockey.

Hockey Australia proudly represents the spirit of our nation, with a rich legacy in Australian sport. Played and loved across every state and territory, hockey is a game for all, bringing together people of all backgrounds, ages, and abilities.

Current Structure



Executive Leadership Team

