

Non-Executive Board Director

Position Details

Location: Flexible from a home office. Up to two in person strategy days per year.	Reports to: Chair of the Board
Classification: Volunteer (Expenses reimbursed)	Hours: Board meetings: 2 hours of preparation and 1–2 hours attendance every 6 weeks Membership of one Board subcommittee: meetings every 4–6 weeks (or less, depending on the subcommittee), usually 60–90 minutes
Last Revised: 2 nd September 2026	Term: up to 3 years

Primary Purpose of the Position

Disability Sports Australia is governed by a skills-based Board of Directors. The Board is responsible for the governance and strategic leadership of the organisation, including:

- Providing strategic direction for the organisation.
- Providing effective oversight of management.
- Approving the annual budget and overseeing financial performance and sustainability.
- Appointing and evaluating the performance of the Chief Executive Officer.
- Evaluating the performance of the Board and DSA's progress in achieving its purpose and strategic objectives.
- Overseeing key financial and non-financial risks and ensuring appropriate risk management, compliance and internal control frameworks are in place.

Organisational Environment

Disability Sports Australia (DSA) is a national charity and Australian Sports Commission-recognised National Sporting Organisation for people with disability, focused on increasing participation in sport.



For more than 65 years, DSA and the organisations that came before it have helped shape disability sport in Australia.

Today, we work across all disability and all sport. We work with sporting organisations, clubs, governments and communities to build capability, remove barriers and strengthen the systems that make participation possible.

We believe people with disability should be able to choose how and where they participate in sport. Our work helps people understand their options, connects them with opportunities in their communities, and supports sport to become more accessible and responsive.

Our Purpose: To build the capability of sport to enable the meaningful participation of people with disability.

Our Mission: To improve opportunities for people with disability to be involved in sport in the way they choose.

Our Vision: Lives and communities changed through the power of sport.

Current Strategic Priorities

In addition to its ongoing governance and fiduciary responsibilities, the Board is currently focused on:

- Supporting implementation of DSA's 2025–2028 Strategic Plan and 2026–2029 Participation Plan.
- Strengthening DSA's long-term financial sustainability through diversified government, corporate, philanthropic and community funding.
- Influencing national policy and system reform to improve participation in sport for people with disability.
- Strengthening DSA's role across the Australian sport system and its relationships with sporting organisations, governments, disability organisations and communities.
- Ensuring DSA continues to evolve its governance, membership and operating model to support its national purpose.

Capabilities Expected of All Directors

All Directors are expected to demonstrate:

- Sound understanding of governance principles, directors' duties and the distinction between governance and management.
- Financial literacy sufficient to understand budgets, financial statements, organisational performance and the financial responsibilities of a director.

- Strong strategic thinking, sound judgement and the ability to constructively challenge and contribute to Board decision-making.
- The ability to prepare thoroughly for Board meetings, critically assess information, ask appropriate questions and contribute constructively to informed decision-making.
- An understanding of organisational risk and the Board's role in overseeing risk, compliance and internal controls.
- High standards of integrity, independence, collaboration and ethical decision-making.
- A commitment to DSA's purpose and to improving opportunities for people with disability to participate in sport.

Skills and Experience Particularly Sought

In line with DSA's Board Skills Matrix and upcoming Director retirements, DSA is particularly interested in candidates with significant experience in one or more of the following areas:

- **Finance, Audit and Risk:** Senior financial, accounting, audit and/or risk management experience, with the capability to provide leadership and oversight of financial reporting, external audit, internal controls, organisational risk and regulatory compliance. Experience chairing or serving on an Audit and Risk Committee is highly desirable.
- **Commercial Partnerships:** Experience developing and growing significant corporate partnerships, sponsorships and other commercial relationships, with the ability to identify and support new revenue opportunities.
- **Fundraising and Philanthropy:** Experience in fundraising, philanthropy and donor engagement, including the development of philanthropic relationships, fundraising strategies and sustainable new sources of income.
- **Sport Sector Experience:** Senior leadership experience within the sport sector, ideally across National Sporting Organisations, State Sporting Organisations or similarly complex membership-based environments, with strong knowledge of participation and community sport.
- For candidates seeking to contribute significant finance, audit and risk expertise, previous Board or Audit and Risk Committee experience will be highly regarded.

Preferred Knowledge Skills and Experience

The following experience and perspectives would be highly regarded:

- Lived experience of disability. DSA particularly encourages applications from people with disability.



- Knowledge of the Australian disability, sport or disability sport sectors, including an understanding of the opportunities and barriers affecting participation in sport for people with disability.
- Experience engaging and influencing senior stakeholders across government, sport, business, philanthropy and community sectors.
- Knowledge of the [Australian Sports Commission Sport Governance Principles](#).
- Previous experience as a non-executive director, Board committee member or in a comparable governance role.

Legal

As a Director of DSA, you must comply with all legal, statutory and fiduciary duties applying to directors and officers, including duties to:

- act in good faith and in the best interests of DSA;
- exercise due care and diligence;
- act for a proper purpose;
- avoid and appropriately manage conflicts of interest; and
- not improperly use information or your position.

Directors are expected to understand and comply with their obligations under the Corporations Act 2001 and other applicable laws.

Other Relevant Requirements

Disability Sports Australia provides a safe, fair and welcoming environment.

We are committed to providing equal opportunities to all regardless of disability, gender identity, sexual orientation or ethnicity and we encourage anyone who holds the relevant skills and experience to apply for our roles.