

Basketball New Zealand Incorporated

JOB DESCRIPTION

JOB TITLE

- **General Manager – Community Basketball**

PURPOSE

- To lead, develop and continuously improve Basketball New Zealand's community basketball system by serving and strengthening Member Associations, ensuring the delivery of sustainable participation, capability and pathway outcomes across Aotearoa.
- The role is responsible for system leadership across community basketball, including oversight of community programmes, partnerships, and national delivery frameworks.
- The role is also responsible for overseeing the national tournaments programme through leadership of the Tournaments Lead, ensuring alignment between community pathways, competitions, and the wider basketball system.

The key areas of responsibility include:

- Community System Strategy and Delivery
- Member & Association Partnerships
- Tournaments Programme Oversight
- Leadership and People Development
- Commercial and Funding Enablement
- Stakeholder Engagement and Sector Leadership

REPORTS TO

- Chief Executive Officer

DIRECT REPORTS

- National Development Manager
- National Participation Manager
- National Tournaments Manager

SPECIFIC DUTIES & RESPONSIBILITIES

Strategic Partnership

- In partnership with the Chief Executive Officer and Board, position Basketball New Zealand as a lead organisation in the sport and active recreation sector through effective strategic and operational direction and innovation
- Contribute to the development of long term and annual plans for the organisation
- Act as a key member of the Senior Leadership Team
- Role model organisational values and contribute to a high performing culture

Member & Association Partnerships (Primary Focus)

- Act as the senior organisational lead for relationships with Member Associations
- Build strong, trust-based partnerships grounded in clear expectations and shared accountability
- Establish and oversee communication, consultation, and engagement frameworks
- Ensure Member Associations are treated as core customers of BBNZ programmes and services
- Represent member needs and priorities at Senior Leadership Team and Board level
- Work with stakeholders to identify system-wide issues and opportunities
- Support alignment between local, regional, and national competition structures

Community System Design and Delivery

- Lead the development, implementation and continuous improvement of the Community Basketball Strategy
- Own and embed the Basketball Delivery System, including guiding principles, tiering criteria, and service level agreements
- Ensure community pathways, programmes and services are aligned, scalable, and fit for purpose
- Monitor system health and adapt approaches as required
- Ensure the national tournaments programme is embedded as a key component of the player and

participant pathway

- Align competition structures with participation, development, and performance outcomes

Tournaments Programme Oversight

- Provide leadership and oversight of the national tournaments programme through direct management of the National Tournaments Manager
- Ensure tournaments are aligned with BBNZ's community, participation, and pathway objectives
- Oversee the integration of tournaments into the broader Basketball Delivery System
- Ensure effective planning and delivery of a national, harmonised tournaments calendar
- Monitor tournament performance, including participation, quality, financial outcomes, and stakeholder satisfaction
- Support the Tournaments Lead in balancing tournament delivery with organisational event support requirements
- Ensure the tournaments function contributes to the delivery of international and marquee events through coordinated resource planning
- Work with Member Associations to ensure tournaments meet participant needs and system objectives

Commercial and Funding Enablement (in partnership)

- Work with the Commercial team to identify and support revenue opportunities that benefit community basketball and Member Associations
- Contribute to funding and partnership models that support sustainable delivery
- Ensure community programmes are commercially informed and aligned with funding requirements
- Support delivery of partner obligations and reporting where required

Leadership & Capability

- Lead, support, and develop the Community Team to operate as a high-performing, service oriented unit
- Directly lead and manage the Tournaments Lead, ensuring clear expectations, accountability, and alignment with organisational priorities
- Ensure effective coordination across Community, Tournaments, and Events functions
- Build capability within Member Associations through tools, frameworks, and targeted support
- Foster a culture of partnership, professionalism, and continuous improvement
- Provide clarity on priorities and resource allocation across competing delivery demands

Improvement and Innovation

- Drive continuous improvement across community programmes, systems, and service delivery
- Develop and maintain frameworks, KPIs, and performance measures
- Evaluate outcomes and implement improvements based on data and feedback
- Promote innovation in participation, capability development, and system design

Stakeholder Engagement and Sector Leadership

- Maintain strong relationships across the sport and recreation sector
- Represent BBNZ in relevant forums, working groups, and initiatives
- Stay informed on sector trends, opportunities, and best practice
- Share insights and contribute to the advancement of community sport in New Zealand

Vision, Values, and Organisational Culture:

- Uphold and role model BBNZ values at all times
- Contribute positively to organisational culture, collaboration, and wellbeing
- Demonstrate commitment to Health and Safety

GENERAL DUTIES & RESPONSIBILITIES

- Be punctual and work the hours and times specified.
- Prioritise workload to ensure work of the greatest importance is delivered to a high standard.
- Support and help develop a positive workplace culture.
- Demonstrate excellent interpersonal communication skills.
- Responsibly manage all business resources within accountability levels.
- Undertake all duties outlined and any other duties as required.
- Comply with all employment obligations and health & safety requirements.
- Act in good faith to protect the organisation's interests.
- Demonstrate commitment to Health and Safety.

SKILLS, EXPERIENCE & EDUCATION

- Significant leadership experience (5+ years) in community sport, national sporting organisations, or comparable environments
- Proven experience in strategic planning, system design, and delivery at an organisational or sector level
- Strong understanding of community development principles, participation frameworks, and pathway design
- Demonstrated commercial acumen, including the ability to identify and support revenue generation opportunities across programmes and partnerships
- Experience working with sponsorship, funding models, and commercial partnerships, ideally within sport or community environments
- Strong financial literacy, including budget oversight, funding alignment, and investment prioritisation
- Ability to ensure programmes and initiatives are commercially informed and aligned to sustainability goals
- Strong understanding of competition structures, tournament delivery, and sporting event ecosystems
- Experience overseeing or supporting multi-event or tournament programmes, including scheduling, stakeholder coordination, and operational delivery
- Understanding of how competitions support participation pathways, athlete development, and system outcomes
- Ability to balance competition delivery with broader organisational priorities, including major events and resource allocation
- Demonstrated ability to build high-trust stakeholder relationships, particularly within membership-based or federated models
- Experience working with Member Associations, clubs, or regional sporting bodies
- Excellent communication, influencing, and stakeholder engagement skills
- Proven ability to develop frameworks, policies, and system-wide approaches that enable consistent delivery and performance
- Ability to think strategically while maintaining a strong execution and delivery focus
- Ability to balance strategic priorities with operational demands across a complex environment
- Proven people leadership capability, with experience leading and developing high-performing teams
- High level of adaptability in a dynamic and evolving environment
- A collaborative, solutions-focused leadership style
- Relevant tertiary qualification (preferred)