

CHIEF EXECUTIVE OFFICER

VENUES WEST

AWARD CLASSIFICATION	SAT Band 2	ANZSCO	111111
DIRECTORATE	Office of the CEO	BRANCH	Executive
LINE MANAGER	Board Chair	DIRECT REPORTS	8
SPECIAL CONDITIONS	TBD		

ABOUT VENUESWEST

VenuesWest owns and/or manages Western Australia's premier sport and entertainment venues on behalf of the State Government. Our venues provide facilities for high performance sport and world class events, while also providing community access to swimming pools, gyms and sporting courts.

ABOUT THE VENUESWEST WAY

The VenuesWest Way is our system of defining and measuring our culture and sets the expectation on how we engage, improve, support and challenge one another to be the safest and best we can be as individuals and a collective. Our signature behaviours are:



We champion dreams



We deliver safely



Together we win



We act like owners



We celebrate success

KEY ACCOUNTABILITIES AND PRIORITIES

VenuesWest is committed to Equal Employment Opportunity (EEO) and diversity in the workplace and providing a safe and inclusive environment for workers and patrons. We will perform all duties and responsibilities in a manner and behaviour consistent with EEO and Work Health & Safety legislation, VenuesWest's Code of Conduct, the VenuesWest Way and other relevant Policies/Procedures and legislation.

- Cultivates a culture that achieves business objectives in a diverse working environment.
- Implements, operationalises and champions the strategic objectives of the organisation, as set out by the Board.
- Leads, champions and represents VenuesWest in developing, implementing and monitoring health safety, risk and psychosocial wellbeing.
- Provides the Board with information regarding the organisation, its operations, business and affairs, including but not limited to corporate performance, financial position, operations and prospects, to enable the Board to effectively fulfil its governance responsibilities.
- Ensures effective communication and a strong ongoing relationship between VenuesWest and the Minister's office, displaying an understanding of the stewardship role this position plays for the State of Western Australia.
- Identifies, secures and facilitates the development of commercial opportunities which align with State Government priorities and represent value for money.
- Develops and executes organisational strategies that position VenuesWest for continued growth, whilst maintaining agility and the ability to adapt to changing circumstances.

- Provides visionary leadership and direction to the organisation, ensuring alignment with its vision, purpose and signature behaviours.
- Fosters an organisational culture that values diversity, equity, and inclusion.
- Leads and promotes innovation and continuous improvement for self and within the Executive team to ensure the achievement of business success measures.
- Maintains key strategic relationships that are essential to VenuesWest's purpose and priorities, including government, industry and community.
- Represents VenuesWest in negotiations, discussions and consultation with key stakeholders.
- Ensures compliance with statutory requirements and operates in accordance with all policies and procedures (state government and internal).
- Is accountable for the financial statements, budgets, and key performance indicators, with the capability to manage the financial aspects of the business and make strategic decisions that enhance viability.
- Maintains high standards of integrity and corporate governance in the agency.
- Exercises due diligence as an 'Officer' as defined in section 4A of the WHS Act 2020 (WA).

ROLE REQUIREMENTS

The following capabilities are to be addressed in the context of the responsibilities of the role.

SELECTION CRITERIA:

ESSENTIAL

1. Extensive expertise and experience as a CEO or senior leader in a complex commercial or statutory authority environment, including commitment to a strong and unwavering safety and risk management culture.
2. Exceptional leadership skills that unify and inspire collective commitment from a diverse range of competing interests, to successfully deliver on business objectives, including navigating challenges such as emergent policy challenges, diverse stakeholder expectations where there may be differing viewpoints.
3. Exceptional team leadership skills which ensure a positive workforce and high-performance culture that embraces diversity and inclusion. Demonstrated success in developing high performing teams that are innovative and focus on achieving results.
4. Demonstrated agility in a fast-paced environment, effectively engaging both internal and external stakeholders; ability to successfully navigate ambiguity to achieve VenuesWest's strategy, in line with WA government priorities.
5. Highly developed interpersonal skills including advanced negotiation and communication skills; proven experience as a respected spokesperson and relationship builder.
6. Demonstrated ability to think critically, analyse macroeconomic/market trends, and anticipate industry shifts.
7. Strong financial management skills, including the ability to analyse and interpret financial statements, budgets and key performance indicators. Strong ability to navigate the financial aspects of the business to facilitate strategic decision making and outcomes.
8. Exhibits a strong dedication to achieving Equal Employment Opportunity, Work Health and Safety, Public Sector Standards, Quality Improvement, Performance Management, and Customer Focus throughout the course of duties.

Industry Specific Qualification /Knowledge / Experience

- Tertiary qualification in Business Administration or related field
- Demonstrated experience as a CEO or senior leader in a commercially focussed organisation.
- Demonstrated experience working in or with government as a critical stakeholder
- Demonstrated understanding of how to achieve commercial outcomes in a public sector context
- Strong understanding of major asset infrastructure - Has overall responsibility for optimising and managing VenuesWest's assets and resources to ensure optimum return and long-term commercial viability.
- Understanding of venue management and facility management practices and functions.
- Understanding of sport and entertainment structures, policies and processes.

DESIRABLE

- Demonstrated experience as a CEO or senior leader in the sporting and/or entertainment industry

POSITION CONDITIONS AND ELIGIBILITY

Appointment to this position is conditional upon:

- Providing evidence of 'Right to Work' in Australia
- Providing evidence of a National Police Clearance (dated within three months)

CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Mary Anne Stephens
Board Chair



Date JDF Approved

12 August 2025