



POSITION DESCRIPTION

GENERAL MANAGER HIGH PERFORMANCE

Job Title:	General Manager High Performance
Organisation:	Bowls Australia
Department:	High Performance
Location:	Flexible within Australia
Reports to:	Chief Executive Officer
Employment type:	Permanent, Full Time
About Bowls Australia:	Bowls Australia (BA) is the national sporting organisation responsible for the leadership, development and management of lawn bowls in Australia. With approximately 35 FTE staff and circa \$10m turnover per annum, the organisation has outlined an ambitious Bold Bowls Fun Bowls Action Agenda designed to shape the sport's long-term future through to and beyond Brisbane 2032 https://bowls.com.au/bowls-australia-launches-bold-bowls-fun-bowls-action-agenda-2025-2028/. The Australian Jackaroos were the highest performing nation in the 2022 Commonwealth Games, 2023 World Bowls Championships and finished second in the medal table at the 2026 Glasgow Commonwealth Games where Bowls was one of only 10 sports on the program. World Bowls and BA are collaborating on aspirations to become an Olympic and Paralympic sport.
Key Strategic Priorities:	One of the strategic pillars of the Bold Bowls Fun Bowls Action Agenda is Winning Well, which translates into three strategic priorities: • Deliver world class performances • Shape Australia's future champions through outstanding athlete performance pathways • Implement world-leading knowledge and practice.
Number of Reports:	• High Performance staff • High Performance coaches • Contracted personnel

Purpose of role:	Australia has a proud history as one of the world's leading bowls nations. Through our commitment to Win Well https://www.ausport.gov.au/winwell, we pursue excellence while creating environments where athletes, coaches and staff can thrive as people first and performers second. Reporting to the Chief Executive Officer and as a member of the Senior Leadership Team, the General Manager High Performance is accountable for the strategic direction, leadership and delivery of the Bowls Australia's national high performance program. This unique opportunity will see the successful candidate lead the next evolution of high performance bowls in Australia, shaping a world-class system through the development of the people, structures and systems that enable sustained international success and position Australia as a global leader in the sport. The role provides leadership across the national high performance system to ensure Australia's elite bowlers, both current and potential, have the capability, resources and support to perform at their best to achieve sustained international success while fostering a culture built on excellence, wellbeing, integrity and continuous improvement.
Key Responsibilities:	1. Strategic Leadership and Execution • Lead the development, implementation and ongoing evolution of Bowls Australia's High Performance Strategy in alignment with the broader organisational strategy and Action Agenda. • Ensure the people, structures, systems and performance environments are aligned to support strategic objectives and deliver sustained international success. • Translate strategic priorities into clear operational plans, performance targets and measurable outcomes. • Oversee the effective management of the High Performance budget. • Provide thought leadership across the Australian high performance bowls system. • Identify emerging trends, innovations and opportunities that enhance competitive advantage. 2. Program Leadership and Management • Provide outstanding leadership and management across all aspects of the HP program with direct management responsibilities for members of the HP team. • Lead and inspire coaching, management, and performance support staff to deliver world-class training and competition environments. • Ensure evidence-based decision making is embedded throughout the system. • Oversee campaign planning and preparation for benchmark and pinnacle events. • Manage strategic and operational risks associated with high performance activities and ensure appropriate governance structures and reporting frameworks are maintained.

	3. Leadership, Culture and Wellbeing • Build and sustain a high-performance culture that reflects Bowls Australia's values. • Create a performance culture that fosters an environment of continuous improvement, innovation and learning underpinned by trust and accountability. • Foster collaborative, inclusive and psychologically safe environments. • Champion the principles of Winning Well in all aspects of the program promoting integrity, safeguarding and athlete and staff wellbeing. 4. Stakeholder Leadership and Influence • Develop and maintain trusted and influential relationships across the sport system. • Work collaboratively with the AIS, Commonwealth Games Australia, National Institute Network, State and Territory Associations and international stakeholders. • Represent Bowls Australia at national and international forums. • Influence strategic decisions that strengthen the long-term success of Australian bowls. • Build alignment across the national system around shared performance objectives.
Budget Responsibility:	• In excess of \$2million per annum.

Knowledge, skills, behaviours and experience	• Demonstrated success in leadership roles within high performance or complex performance environments. • Proven experience leading and managing high-performance teams. • Demonstrated ability to implement strategy and lead organisational change. • A strong understanding of the Australian high-performance sport system. • Experience developing or maintaining trust-based relationships with internal and external stakeholders to achieve results. • Experience in management and/or administration of HP sport programs at the national or international level. • Success in building a high-performance culture and experience delivering cultural change through influence and innovative techniques. • Strong commitment to athlete-centred leadership and wellbeing. • Experience managing a budget to ensure effective financial administration.
---	--

Key working relationships:	• Internally: Chief Executive Officer, Bowls Australia Board, Senior Leadership Team, High Performance Staff and Coaches, High Performance Athlete Leadership Group, High Performance Athletes and all internal BA departments. • Externally: Australian Institute of Sport (AIS), Commonwealth Games Australia, National Institute Network Partners, World Bowls, State and Territory Associations, International High Performance Partners, Performance Support Providers, Funding and System Partners.
-----------------------------------	--

Competencies:	• Leading Change: Driving organisational and cultural changes needed to achieve strategic objectives; leveraging new approaches to improve results by transforming culture, systems, or services; helping others overcome resistance to change. • Driving Execution: Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results. • Emotional Intelligence: Ability to understand and interpret emotions and behaviour of self and others to manage own responses effectively. • Coaching and Developing Others: Providing feedback to help others excel in their current or future responsibilities. • Cultivating Networks and Partnerships: Initiating and maintaining strategic relationships with stakeholders and potential partners inside and outside the organisation to support organisational objectives. • Strategic Influence: Creating and executing influence strategies that gain commitment from key stakeholders to advance shared interests and organisation goals. • Inspiring Excellence: Driving high standards; tenaciously working to meet or exceed challenging goals; defining success by goal achievement and continuous improvement.
Our Values:	• Alignment with BA's organisational values of CARE ✓ Courage ✓ Accountability ✓ Respect ✓ Excellence • Exhibited by day-to-day TRIPLES behaviours of: ✓ Taking responsibility ✓ Raising the bar; high standards and outcomes ✓ Innovation Integrity Inclusion ✓ Purposeful collaboration ✓ Listening and learning; to "know our stuff" ✓ Enjoying our work ✓ Speaking up, speaking straight
Child Safety:	• Bowls Australia is committed to safeguarding children through the National Integrity Framework and the Child Safe Policy ensuring young people in our care feel safe and are safe. • BA requires all applicants who are to work with children and young people to undergo an extensive screening process prior to appointment, a process that may include, but is not limited to, comprehensive reference checks, an identity check, a 'working with children' or equivalent check and/or a 'national criminal history record' check.

Citizenship/Visa:	You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify the organisation if your right to work in Australia ceases.
Other relevant information	This role is required to travel domestically and internationally.