



**Queensland
Government**

Deputy Director- General, Sport

Department of Sport,
Racing and Olympic and
Paralympic Games

SPORTSPEOPLE
RECRUITMENT



- **Lead a diverse portfolio that touches every community in Qld to make more Queenslanders active and healthy**
- **People leadership and stakeholder management focus**

About the Department of Sport, Racing and Olympic and Paralympic Games

The Department of Sport, Racing and Olympic and Paralympic Games is committed to supporting Queensland's participation and success in sport and active recreation, and making more Queenslanders more active, more often, whilst also working to ensure that every part of Queensland benefits from the 2032 Olympic and Paralympic Games. The Queensland Academy of Sport inspires extraordinary sporting success by supporting the state's elite athletes on their sporting journey. The Office of Racing is responsible for the oversight of Racing Queensland, and the Queensland legislation that enables the operation of the racing industry in Queensland.

By joining the Queensland public sector, you will contribute to better outcomes for Queenslanders by implementing the policies, priorities, services or programs of the elected government.

The Sport team delivers quality services by providing responsive and integrated support services for sport, recreation and racing opportunities for all Queenslanders. The division supports and encourages participation and success in sport, active recreation and racing through delivery of:

- Sport infrastructure facilitation and delivery
- Operation of high quality sport and recreation venues and precincts
- Service delivery and community participation relating to sport, recreation and physical activity
- Sport and recreation partnerships with industry, state and national sporting organisations, local community groups, and other local government departments
- Policy frameworks shaped by research and analytics for sport, recreation and racing
- Performance pathways for elite and emerging athletes
- Fair and equitable grant funding for individuals, sport and active recreation clubs, and state and national sporting organisations in collaboration with industry to support competition participation, infrastructure and infrastructure planning, and major events, including the 2032 Olympics
- Training and accreditation programs and resources.
- Oversight of Racing Queensland and any future control bodies for other approved codes of racing.

The key Acts governing services provided by Sport are the Major Sport Facilities Act 2001, Mt. Gravatt Showgrounds Act 1988, Recreation Areas Management Act 2006 and Sports Anti-Doping Act 2003. Specific to Racing, oversight of legislation enabling the operation of the racing industry in Queensland – [Racing Act 2002](#) and the Racing Regulation 2023 along with working in conjunction with other agencies responsible for the governance and administration of the racing industry in Queensland under the Racing Integrity Act 2016.



Deputy Director-General, Sport

The Deputy Director-General, Sport is a key leadership position that embeds a strong focus on driving grassroots sport participation across the State, enriching Queenslanders' lives through long-term health and societal benefits. It will strengthen the integrity of the racing industry, ensuring the long-term viability of all racing codes and venues. The Deputy Director-General provides strategic leadership for the Sport Division, and is responsible for developing and delivering strategies, programs and initiatives to encourage active lifestyles and build the capacity of the sport, recreation and racing industries and provide coordinated performance pathways for emerging and elite athletes.

This position is a member of the Department's Executive Leadership Team (ELT) and works closely with the Minister, Director-General and members of the ELT.

Leading a team of Executive Directors, this role will drive the vision and direction of the Division and oversee a diverse portfolio of programs and projects. These include grant funding, infrastructure development and venue operations, elite athlete performance pathways, community participation and event acquisition.

To be considered for this role, you must be a dynamic, engaging, and empathetic leader who manages with clarity and compassion. You will have strong communication and relationship management skills, with a reputation for building and fostering trusted and collaborative working relationships across a complex network of senior stakeholders and navigating political landscapes effectively. You will be experienced in managing large teams and engaging with people at all levels.

A proven track record in strategic leadership is required, with achievement in financial management, policy programs, governance and risk management in high profile, complex programs or events, ideally from within sport, recreation, venues or government.

With the ability to think critically and act with a broad system-wide perspective, you will make well-informed decisions by analysing complex challenges to identify relevant issues and formulate innovative solutions. You will demonstrate accountability for delivering high-quality outcomes through professionalism, persistence, and transparency.

This is a unique opportunity to make a positive impact across every community in Queensland.



Key Responsibilities

The Deputy Director-General leads the area of Sport which:

- Manages purpose-built sport and active recreation facilities, venues and precincts, including the Queensland Recreation Centres
- Shapes, develops and oversees policy, programs, initiatives, and services to encourage and enable equitable access to opportunities to be physically active, from community level to elite athletes
- Deliver government election commitments in relation to infrastructure and funding to support Olympic and Paralympic Games legacy for all Queenslanders.
- Ensures the further development of pathways for Queenslanders from grassroots sport through to elite level athlete.
- Identify, and where appropriate activate opportunities that will deliver Queensland options to host key sporting events and national training facilities, both pre and post the Olympic and Paralympic Games across the State.
- Engages and partners with a diverse range of stakeholders, including industry, state and national sporting organisations, the racing community, local community groups, and local government to maximise the impact of investment and actions.
- Oversees a number of government owned and community and council-based assets to maximise the effective asset life and return on investment.
- Leads, coordinates and provides specialist advice on sport and recreation programs, including infrastructure projects.

- Develops and delivers a suite of funding programs to support community sport and active recreation needs, and manages contracted service delivery with relevant service providers
- Enables and facilitates collection and analysis of data to harness and translate sports innovation to achieve physical activity outcomes.
- Innovates and embeds a culture of continuous improvement and risk management throughout the system for the benefit of the sport, recreation and racing industries, communities and emerging and elite athletes.

Selection Criteria

Appointments to the public sector are based on who is best suited for the role. You will be assessed on your eligibility and suitability for employment, as well as the diversity of lived experience you bring to the role, team and department.

Your suitability for this role will be assessed against the Executive stream of the [Leadership competencies for Queensland](#) framework by looking at what you've undertaken previously and what knowledge, skills and learned experiences you can bring to the team and the role, including your personal qualities and attributes and your potential for development.

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including how you:

- Lead Strategically - think critically, apply stewardship and act on the broader purpose of the system

- Make insightful decisions - make considered, ethical and courageous decisions based on insights into the broader context. Apply demonstrated ability to analyse complex challenges, deal with ambiguity, identify relevant issues, formulate and analyse innovative options for solutions, foresee impacts and make decisions.
- Build enduring relationships - build and sustain relationships to enable the collaborative delivery of customer-focused outcomes. Apply demonstrated experience in managing a network of complex and senior stakeholders, navigating complex political situations effectively.
- Drive accountability and outcomes - demonstrate accountability for the execution and quality of results through professionalism, persistence and transparency. Have extensive experience and a record of achievement in leading financial management, policy programs, legal and governance advice in high profile, complex programs or mega events.
- Demonstrate sound governance - maintain a high standard of practice through governance and risk management.
- Will contribute to the department's commitment to equity, diversity, respect, and inclusion.

As a leader in Queensland Government, you will display outstanding judgement, high-level integrity, strong agility to adapt to a constantly changing environment, a strong achievement orientation, and excellent communication and negotiation skills.

Candidates must be an Australian or resident with a legal right to reside and work in Australia in order to be considered for this position.

Hours of Work

This is a permanent full time position. Given the unique nature of the sport industry, working outside of office hours may be required from time to time.

Some flexibility on working hours will be available. Due to the nature of the position, some after hours and weekend work will be required from time to time to attend meetings, competitions and events.

Location and Travel

This position will be based at the DSROPG office in Brisbane.

The position undertakes travel to city, regional and remote locations including overnight stays. Some communities have alcohol management plans and restrictions in place. Possession of a current driver's license is a mandatory requirement.

Remuneration Guide

This role is a SES3H classification with a total remuneration value between \$285,685 to \$304,329 per annum, inclusive of 12.75% superannuation, car allowance and 17.5% leave loading. This package will increase by 3% on 1 July 2025.

Employee benefits include:

- a range of salary packaging options
- opportunities for professional development
- a genuine focus on employee health and wellbeing
- flexible work hours and work arrangements
- a workplace that fosters information sharing, stakeholder engagement, collaboration and productivity

Timelines

Final interviews and the appointment of this role are scheduled for April 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

DSROPG Website: sport.qld.gov.au

Facebook: facebook.com/QLdSportAndRec

LinkedIn: linkedin.com/company/department-of-sport-racing-olympic-and-paralympic-games-qld

Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification.

Sportspeople Recruitment has a reputation as a leader in merit recruitment. Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

The Department of Sport, Racing and Olympic and Paralympic Games is an inclusive organisation that values and respects differences and the diversity of thought and experiences people bring to the workplace culture.

A commitment to building inclusive cultures in the Queensland public sector that respect and promote human rights and workplace inclusion and diversity is reflected in all decision-making and actions.

This role is open to all candidates who meet the requirements for this role.

We welcome candidates who identify with one or more diversity target group and encourage people of Aboriginal decent and/or Torres Strait Islander decent, veterans, people with family responsibilities, people with disability and people of all genders, cultural backgrounds, ages, languages and sexual orientation to apply.

Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications close: 5pm Sunday 30 March, 2025

Reference: QLD/626457/25

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction addressing the selection criteria and describing why you are the best suited person for this role; and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the “apply now” link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill** on **0408 258 337** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

Workplace Adjustments

We are committed to supporting candidates who may require support or adjustments during the application stage as well as throughout the selection process.

Please contact Scott Oakhill via the details above if you require any adjustment/s to actively participate in the recruitment process. The selection panel will work with you to ensure you receive the support or workplace adjustments you require at all stages of the recruitment process.

About Sportspeople Recruitment

The Deputy Director-General, Sport, Department of Sport, Racing and Olympic and Paralympic Games search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 29 years in 2025 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by the Department of Sport, Racing and Olympic and Paralympic Games as the exclusive search partner for the Deputy Director-General, Sport position.

Globally connected - locally owned - since 1996



