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EXPRESSION OF INTEREST – ETHICS AND INTEGRITY COMMITTEE

INTRODUCTION

Paddle Australia (PA) is the national organisation responsible for the management, coordination, development and promotion of canoe, kayak and paddle sports in Australia. PA represents the interests of its members to government and the public.

PA is the peak sports body for these disciplines and is recognised by the International Canoe Federation (ICF); Oceania Canoe Association (OCA); Australian Sports Commission (ASC) and Australian Institute of Sport (AIS); Australian Olympic Committee (AOC) and Australian Paralympic Committee (APC).

Paddle Australia and its Member Associations have an obligation to protect and maintain the integrity of paddling in Australia as well as the health and well-being of athletes.

Paddle Australia and its Member Associations are committed to the highest standards of conduct and ethical behaviour in all of their activities, and to promoting and supporting a culture of honest and ethical behaviour, as well as best practice corporate governance.

Integrity encompasses all of the elements needed to preserve what is intrinsically of value about paddling and to uphold the principles of safety, fairness, and inclusion in paddling. Furthermore, the organisation must ensure that it complies with both internal and external rules, regulatory requirements and laws in an ethical and responsible manner to ensure the efficient and effective governance of the sport.

PURPOSE, ROLE AND RESPONSIBILITY

The objective and purpose of the Ethics and Integrity Committee is to assist the Board in fulfilling its responsibilities relating to the issues of ethics and integrity within the sport and the organisation.

Specifically, the role of the Committee includes assisting the Board in relation to the organisation's integrity and compliance requirements relating to:

- (a) Policy, education and reporting requirements in relation to anti-doping, anti-match-fixing, and the organisation's sports science and sports medicine process.
- (b) Anti-illicit drugs and protective measures for the probity of the organisation and the athletes;
- (c) Oversight of the organisation's Member Protection Policy and related matters;
- (d) The establishment, maintenance and review of organisation's ethics and integrity framework and rules;

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- (e) Organisational issues at an operational level that impact on the organisation's performance and reputation; and
- (f) Other related matters affecting the integrity of the organisation and sport such as but not limited to:
 - i) The review of the organisation's privacy policies and practices;
 - ii) The probity of stakeholders associated with the organisation; and
 - iii) The ethical behaviours and culture of the organisation.

Further detail can be obtained from the Terms of Reference document attached.

SELECTION

PA has established a Nominations Committee (NC). The NC will consider the selection of individuals to stand for election as members of the Ethics and Integrity Committee. The NC will determine the suitability of the nominees to the Board for their consideration.

To be considered for this role you will be required to demonstrate experience, skills and knowledge in one or more of the following criteria/areas;

- Best practise governance models
- Experience in dealing with member protection matters or similar investigations
- A current working knowledge of anti- illicit drug policy
- Establishment of ethics and integrity frameworks
- Formal legal qualifications with experience across the sporting sector

CONDITIONS

The Paddle Australia Ethics and Integrity Committee positions are voluntary. Travel and accommodation expenses incurred in the course of Paddle Australia activities are reimbursed at cost.

Unless otherwise instructed to meet on an ad-hoc basis by the Board, the Committee will meet at least twice per calendar year.

EXPRESSIONS OF INTEREST

Expressions of Interest should be in writing, with a letter outlining your relevant skills as outlined in the selection criteria relating to the Purpose, Role and Responsibility. Include a resume of no more than four pages. These should be directed to:

Paddle Australia
PO Box 6805, Silverwater NSW 2128
Email: info@canoe.org.au

prior to **5.00 p.m.** Eastern Standard Time on **Friday 25th May 2018.**