

April 2026

Non-Executive Director Position Description



ORGANISATION OVERVIEW

Background

AusCycling is the nation’s peak riding and cycling body, representing more than four million Australians who ride bikes each year. Formed in 2020 from 19 state, territory, and national bodies, AusCycling is responsible for programs, projects and initiatives across all riding and cycling disciplines from grassroots and education to competition at the Olympics, Paralympics, Commonwealth Games, and World Championships. AusCycling has more than 50,000 members, and we work with more than 450 affiliated clubs to help them develop, grow, and sustain healthy communities.

We help school kids learn to ride through programs such as AusBike, stage more than 500 State, National and International events each year, nurture clubs and create pathways, and are responsible for the training, welfare, and performance of the Australian Cycling Team.

Our vision is to make Australia a nation of bike riders, to promote rider safety, strengthen club communities to make all forms of cycling and riding accessible to everyone. We believe cycling and riding is more than a sport and that every time we jump on a bike, we’re choosing to make a difference – to our mind, body, and country.

AusCycling is guided by our United2032 strategy which describes a three-horizon approach to building a vibrant and sustainable organisation, growing communities, and driving elite performance. Our strategy is underpinned by an unwavering commitment to diversity and inclusion, to integrity and clean sport, to achieving excellence in the right way and

We exist to unleash the unbound potential in every body.

AusCycling Snapshot

Non-Executive Directors of AusCycling need to understand and be comfortable with the complex and diverse nature of our business. Government partnerships for AusCycling are inherently complex because they span both State and Federal systems each with different priorities, funding models, policy settings, and decision making processes. AusCycling must align with agencies such as the ASC and AIS, DFAT, Major Event bodies, State Sport and Recreation Departments and portfolios including Transport and Education. Strong alignment across this system can unlock broader investment, stronger advocacy outcomes, and more sustainable national impact.

The numbers alone don’t tell the whole story, but they do give an indication of the size and complexity of the business and illustrate the opportunity presented to the sport in Australia.

460 Member Clubs	125+ event participants	40,000 AusBike participants
1.8m+ cumulative audience through owned and broadcast channels	Manage the Australian Cycling performance pathway including the ARA Australian Cycling Team	Hosting Major International Events
Thousands of volunteers	500+ Events	50,000+ Members
7,000 Coaches and Officials	135 employees	\$40m annual revenue

Our Strategic Roadmap

AusCycling’s United Strategy2032 provides a three-horizon, four pillar strategic blueprint for cycling and riding’s future. The first horizon (2021 to 2024) focused on the creation of foundational culture, systems, and processes. Between 2025 and 2028, we are building on that foundation by focusing on projects and initiatives that drive innovation and sustainable growth.

The third horizon focuses on accelerating growth and then creating flexible and sustainable systems to deliver community legacy and opportunities from the final three years leading up to the Brisbane 2032 Olympic and Paralympic Games.

Non-Executive Directors play an important role contributing to the strategic plan and by monitoring the performance of the organisation on a regular basis to ensure long-term sustainability and



achievement of our goals. The programs, projects and initiatives that make up the strategic plan are executed by our staff and management team led by our Chief Executive Officer.

While we anticipate significant change, opportunity, and challenge between now and 2032 - shaped by shifting community expectations, participation trends, technology, infrastructure and the broader policy and investment landscape - what will remain constant is our commitment to our organisational values, the welfare of our broader riding and cycling communities and a focused approach to inclusion, connection, and diversity.

DIRECTOR POSITION DESCRIPTION

The Role of an AusCycling Non-Executive Director

Non-Executive Directors of AusCycling provide independent oversight, strategic guidance, leadership, and governance expertise without engaging in day-to-day operations. They have legal and fiduciary obligations under the Corporations Act 2001 (Cth) and common law to govern AusCycling effectively, acting in its best interests while ensuring compliance and ethical standards.

As a Non-Executive Director, you will:

- Contribute to the strategic direction and governance of the organisation leaving staff and executives to manage the day-to-day operations.
- Provide oversight of organisational risk, performance, and compliance to ensure long-term sustainability.
- Understand the broad range of activities and financial position of AusCycling, and the environment in which we operate from grassroots to the international stage across all disciplines of cycling.
- Actively contribute to robust board discussions, bringing independent perspective, professional expertise and lived experiences to inform decision-making and priorities, while accepting collective responsibility for final decisions, upholding them with unity and purpose to ensure sound corporate governance and leadership.
- Act honestly, in good faith and for a proper purpose, placing AusCycling's interests above their own.
- Oversee maintenance and implementation of the policy framework through which AusCycling operates including Board Committees and Advisory Groups.
- Uphold the AusCycling Board Charter, Code of Conduct, and Constitution.
- Champion AusCycling's vision and values within your networks and the wider community.

Director Commitments

The role of an AusCycling Director requires engagement and active participation across a range of scheduled meetings and events each year. There are six to eight board meetings per annum which are held in-person or online plus an AGM in April/May which Directors are expected to attend virtually. There may also be a requirement for additional online meetings. Pre-reading is issued to Directors via an online board portal before meetings which is expected to be read so that all Directors can actively contribute to Board discussions and decisions are informed with data as well as personal insights and expertise.

There are six National Advisory Council online meetings per annum which Directors may be invited to attend from time to time depending on the agenda.

AusCycling conducts four online Club Forums annually and a range of education sessions. It is expected that Directors attend these meetings as this is an opportunity to hear from our member clubs on the issues they are facing in their community.

Board Committees

AusCycling has the following seven standing Board Committees:

- Finance, Audit & Risk
- Nominations
- Athlete
- National Advisory Council
- Ethics & Integrity
- History & Heritage
- High Performance

It is expected that AusCycling Directors will be appointed to a minimum of one Board Committee.



Events and Stakeholder Engagement

It is expected that AusCycling Directors will attend and fulfil speaking, presentation, and/or hosting duties particularly in their home state. This serves to strengthen local connections with key stakeholders and minimise travel expenses.

AusCycling Directors can expect to be invited to other special functions or events each year and attendance in their State or Territory is important to building strong relationships with our members, sponsors, partners, and supporters in the diverse and broad ecosystem of cycling in Australia.

Key Selection Criteria – Prioritised Competencies

AusCycling is committed to maintaining a balanced and skills-based Board that has the knowledge and experience to represent the diverse interests of all stakeholders, whilst providing contemporary leadership and corporate governance to the organisation. We encourage women, Aboriginal and Torres Strait Islander people, those from culturally and linguistically diverse backgrounds, and people with a disability to nominate.

AusCycling must meet Government gender equity targets defined in the National Policy on Gender Equity in Sports Governance by 31 May 2026 to retain government funding (over 60% of our revenue) which delivers a significant portion of club and community activities as well as the high performance program.

We are seeking suitably qualified Non-Executive Directors with a passion for cycling, relevant governance experience, and proven expertise in one or more of the following prioritised competencies to join our voluntary Board:

Marketing and Brand Building: demonstrated expertise in brand and marketing strategy, social media, and media engagement.

Commercially astute: proven capability to evaluate business cases, investment proposals, and strategic initiatives through a commercial lens, with attention to viability, scalability, risk management, and opportunity cost.

Strong financial literacy: demonstrated experience in reading, questioning, and understanding complex financial statements, budgets, forecasts, and performance metrics including the identification of trends, warning signs, and opportunities for improvement.

Ability to think and act strategically: bringing a clear, long-term perspective to guide the organisation through complexity, change, and opportunities. Demonstrated experience contributing to organisational strategic planning, prioritising what matters most and ensuring decisions align with organisational purpose and future needs.

Strong knowledge of philanthropy and demonstrated track record in fundraising: Deep knowledge of philanthropic ecosystems and track record of securing financial support for mission-driven outcomes. Recent and relevant understanding of donor motivations in Australia, contemporary giving models, and the governance of ethical, effective fundraising.

Governance Experience

- Must have served on a national board of similar standing to AusCycling for at least 2 years.
- Must provide evidence of having completed the ASC Online Director Education course prior to the election. Completion of the AICD Governance course will be highly regarded. Must demonstrate a strong record of fiscal responsibility and financial probity in prior roles.

Compliance

- National Police Check.
- Working With Children Check (if applicable).
- ASIC Banned and Disqualified Persons Register search.
- Must be legally eligible to hold office as a company director under the Corporations Act 2001 (Cth).
- Must not be disqualified or suspended from acting as a director of any organisation under Commonwealth, state, or territory law.
- Must not have been the subject of any disciplinary or enforcement action by ASIC, Sport Integrity Australia, or any other regulatory authority.



Other

- Reference and reputation checks.
- If required, the candidate must agree to participate in an interview with the Nominations Committee and undertake a cultural assessment.

Selection Process

The AusCycling Board, supported by the Nominations Committee will review all applications in accordance with the AusCycling Constitution and the position description. Candidates who meet the eligibility criteria may be invited to an interview. Reference checks will be completed as well as a National Police Check, and ASIC Banned and Disqualified Persons Register search prior to the AGM at which the members vote for the elected Non-Executive Director positions to join the AusCycling Board.

Term of Appointment

The appointment is for a term of three (3) years.

How to Apply

Please submit your CV and cover letter outlining your relevant experience and interest in joining the AusCycling Board, Director Nomination Form and Director Consent Form to the Company Secretary at agm@auscycling.org.au by **5pm (AEST) on Friday 1st May, 2026**.