

2021 Board Election – Candidate Information

Nominations from Triathlon Victoria members for elected Board positions have closed in accordance with the Triathlon Victoria Constitution. I provide clubs with the candidate list and their responses. Triathlon Victoria is committed to gender equity as per our constitution and in line with the Government’s Gender Equity Strategy.

Eight (8) nominations have been received for the FOUR (4) vacancies and a ballot will be required at the AGM.

[Click here](#) for all the **updated** AGM details and documents

Please ensure that you have returned

- a Club delegate form
- a Club proxy form if nominating another member club, or the Chairperson, to represent you

Note – Voting will be conducted online and available only to registered delegates or proxies.

Regards



Grant Cosgriff, Executive Director

2021 Board Nominations – General Elected member positions

Position	Nominee Name
General Elected member (eight (8) nominations) FOUR (4) VACANCIES	Melanie Armsby
	Emma Cameron
	Mardi Cuthbert
	Nigel Fanning
	Nick Kennedy
	Bronwyn Slatter
	Robbie Wallace
	Damian Walsh

Current Board skills make-up

In your voting consideration find below the skill matrix of current board members and 2021 candidates.

Note: Names in **bold** are continuing board members until the 2022 AGM.

Name	Term Expiry	Legal	HR	IT / Data	Finance	Marketing / S'ship	Leadership	Governance
Deborah Friedlander	2022	X	X		X	X	X	AICD
Mark Warburton	2022		X		X	X	X	AICD
Scott Thompson	2022			X		X	X	
Melanie Armsby		X				X	X	AICD
Emma Cameron		X		X		X		
Mardi Cuthbert			X				X	AICD
Nigel Fanning				X	X	X	X	AICD
Nick Kennedy			X	X			X	X
Bronwyn Slatter						X		
Robbie Wallace				X		X		
Damian Walsh				X	X		X	X
Appointed Director		Vacant – appointment process undertaken post AGM						
Appointed Director		Vacant – appointment process undertaken post AGM						

TV Board - General 'Elected Member' Candidates (alphabetical order)

Candidate: **Melanie Armsby**



What is your interest in nominating for the Triathlon Victoria Board?

I have been on the Triathlon Victoria Board for almost 2 years as a Board appointed Independent Director. During this time I have governed the organisation through the challenges of the coronavirus pandemic, in addition to the sport of triathlon moving towards a unified structure. I have been a member of the Strategic Facilities Plan Committee and Nominations Committee. I have attended all Board meetings.

I continue to have the passion to contribute to the strategy, objectives and good governance of Triathlon Victoria. Triathlon Victoria is an inspiring organisation that encourages people to live a healthy life, be outdoors and to be part of a community. I love how triathlon is a sport for everyone and am motivated to continue contributing to Triathlon Victoria's mission to connect and inspire the community to a lifestyle of multisport.

What formal qualifications and relevant experience/expertise do you bring to the Board?

Experience

I am a senior commercial lawyer with over 15 years' experience, including in leadership roles. I am currently Senior Corporate Counsel at Origin Energy. Prior to being an in-house lawyer, I worked at two global law firms, Herbert Smith Freehills and Norton Rose Fulbright advising organisations, including in the not-for-profit sector. I have broad commercial legal expertise including on corporate governance issues, the Corporations Act, Australian Consumer Law, risk management, litigation, privacy and intellectual property.

I am able to deliver value to the Triathlon Victoria Board through my risk, legal, strategic and governance expertise and experience, as well as my knowledge of the organisation having been on the Board.

Qualifications

I have a Master of Laws, Bachelor of Laws (Honours), Bachelor of Arts (Journalism), and am a registered Trade Mark Attorney. I am a Graduate of the Australian Institute of Company Directors (AICD) Course, and am presently completing the Governance Institute of Australia, Graduate Diploma of Applied Corporate Governance and Risk Management.

I am an active member of the Law Institute of Victoria, Association of Corporate Counsel Australia, Intellectual Property Society of Australia and New Zealand, Australian Institute of Company Directors and Governance Institute of Australia.

What would you hope to achieve if elected to the Board?

If elected I would:

- Provide strong governance to Triathlon Victoria in the changed pandemic environment as it gets participants back on the starting line!
- Work to ensure that decisions are being made in the best interests of the members of Triathlon Victoria, as triathlon in Australia moves towards a unified structure.
- Support the positive developments on gender equality and inclusion that Triathlon Victoria has made, to continue at all levels of the sport.
- Support Triathlon Victoria to grow and achieve its goals.

Candidate: Emma Cameron

What is your interest in nominating for the Triathlon Victoria Board?

Hello sporting friends! I welcome the opportunity to take a seat on the Board at a time when my tech skills in digital social experiences for sport and entertainment are strengths that can help drive online member engagement. As an active member I have been training throughout the pandemic and ready to compete. I look forward to integrating myself back into the community. Members, like myself, have faced many hurdles to get our fitness back on track and to feel safe in a sport strongly aligned with outdoor group participation. TV is central to that conversation, particularly in the digital space. As a technologist immersed in interactive entertainment in sport, film, tv and video games I feel equipped and most importantly passionate about exploring digital transformations with TV.



What formal qualifications and relevant experience/expertise do you bring to the Board?

Formal

- BA Laws, Victoria University 2014
- Australian Legal Practitioner, Admission moved 2017
- Adv. Diploma Professional Video Game Development, Programming 2017
- Cert III, IV Sales and Marketing 2004

Experience

Key roles: Video production, Coordination, Producing, Project Management

- <https://www.linkedin.com/in/emma-cameron/>

Production, Sledgehammer Games / Activision (*Current role*)

- Currently in production on Call of Duty, Vanguard – Nov 2021 release
- Project management of the key deliverables, establish agile frameworks for teams to deliver the product, identify and mitigate risks and drive success throughout the organisation for stakeholders globally.

VFX Production, Method Studios

- Film production for visual effects in several Hollywood films
- Film credits: <https://www.imdb.com/name/nm11675669>

Video Production, CMS Australasia

- Sport Media – Commercial and creative stakeholder management of digital media productions. Live season content creation for broadcast, in stadium and live stream apps.
- Major clients: National Basketball League, Suncorp Super Netball, Coles and NAB

What would you hope to achieve if elected to the Board?

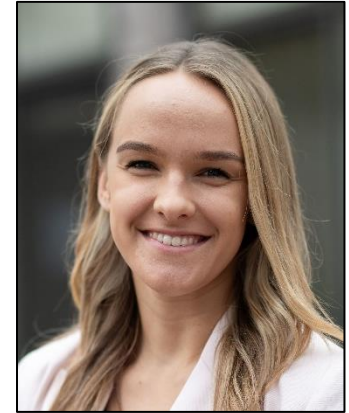
Community and inclusiveness go hand in hand in the digital space. A key goal for me would be to strengthen our existing community interactions online especially between clubs. In turn, invigorating new pathways for membership opportunities and to grow awareness for the sport outside of the triathlon community. This means reviewing the existing digital strategy, identifying the key issues, blockers, current online presence and a view to identifying opportunities for growth for TV to consider. Triathlon is notoriously known as a non-media friendly sport. Yet I firmly believe there are many avenues to drive change online for the sport and I would be most proud to play an active part.

Candidate: Mardi Cuthbert

What is your interest in nominating for the Triathlon Victoria Board?

Combining my professional skills as a manager in Local Government with my experience to date as a Board Member – and a participant, coach and club committee member – I am passionate to make a contribution to triathlon - with a particular focus around increased participation, gender equity, and improved pathways to the national high-performance program.

I believe that my set of skills and experience would position me to make a positive contribution to the Triathlon Victoria Board, while providing me with a foundation to continue to develop my Board and Governance skills.



What formal qualifications and relevant experience/expertise do you bring to the Board?

With a Bachelor of Civil Engineering / Diploma of Management, I currently work as Head of Facilities & Infrastructure at City of Casey, managing a team of over 50 staff that maintain all infrastructure and facilities in the municipality – incorporating staff, financial, risk management and decision making.

Having worked across local government and YMCA Victoria over the past eight years – I have a strong understanding of the community leisure and local government industries - which is critical to both the accessibility, affordability and quality of club and group-based training, as well as the permitting, traffic management and success in the delivery of events and competitions.

Within triathlon, I have been an active member of the Women in Triathlon Working Group with Triathlon Victoria, graduate of the Triathlon ACT Women in Leadership Program (2019), and sit as Vice President and Chair of the Women in HTC Working Group at Hawthorn Triathlon Club (HTC)

Across my six years in triathlon, I have trained across Trichicks, Jarasport and HTC - and have represented Australia at the ITU Age Group World Championships (Switzerland 2019) – which has provided me with a strong understanding of the grassroots, and club level of the sport of triathlon in Victoria, and the influences on participation, retention and leadership.

What would you hope to achieve if elected to the Board?

Having been appointed to the Board in August 2021, I am keen to progress my leadership in the sport, and to leverage my skills and interests to see increased participation and membership in triathlon across Victoria, and Australia - to progress gender equity within the governance and organisation of the sport, and to influence strong, and successful high-performance pathways from Junior to Olympic level.

Candidate: Nigel Fanning

What is your interest in nominating for the Triathlon Victoria Board?

I'm incredibly proud to have supported the Triathlon Victoria (TV) team and community having had the privilege to be an elected board member for the last two years. I wish to continue to support and guide Triathlon Victoria as we rebuild after this challenging period. I believe the continuity of my professional skills, knowledge and experience will be invaluable as we engage clubs and members to re-start community events.

As a competitive age-group athlete, I have participated in triathlon and multi-sport events around the world for almost 20 years. The sport I love has gifted me many highs, personal achievements, friendships and positive health benefits. As an active Yarra Tri Club committee member, I volunteer on race day and support a range of grassroots activities. I feel privileged to be part of the triathlon community, passionate about giving back and want to grow the sport I love.

As custodians of the sport, I believe it's in our collective interest to make the sport more accessible, increase participation, and nurture the proud triathlon values. I will strive to ensure the Victorian triathlon community will be supported at all levels to grow back bigger and stronger, promote health and wellbeing and inclusive community-based participation for all ages and abilities.

What formal qualifications and relevant experience/expertise do you bring to the Board?

I am the Group Head of Networks, Schedules and Alliances at Jetstar Airways (pan Asia Pacific airline and Qantas Airways subsidiary). With over 20 years commercial, operational and leadership experience in the air transport industry, I have developed skills and experiences across strategy, finance, business development, customer and digital e-commerce roles.

My formal qualifications include Masters of Air Transport Management (MSc), Bachelor of Engineering (BEng) and Graduate Company Directors Course, provided by the Australian Institute of Company Directors (AICD). This course considered the benchmark in board governance and director education. These formal qualifications are complemented by previous non-executive board experience, several university, industry and government advisory roles.

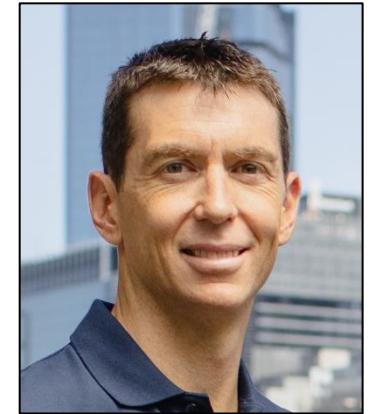
Specific skills and experience that would positively contribute to the TV board include contemporary corporate governance and policy development, leadership, financial, commercial acumen (procurement, sales and marketing), digital e-commerce and membership engagement.

What would you hope to achieve if elected to the Board?

Over the past two years, we have put a huge amount of focus on navigating through the recent challenges and adversity. To deliver on our promise to support our clubs, athletes and the future of the sport, the TV board and management team know it's never been more important to get back to what really matters. My hope would be to work with the rest of the Triathlon Australian community to advocate and build towards achieving the 2020-2024 strategic objectives. This includes navigating the implementation phase of Triathlon Australia's Future Operating Model (FOM) and ensuring the best interests and outcomes for all TV members.

Specifically, I will advocate for increased club support to recruit and retain members. Secondly, I would support greater innovation and experimentation with new team-based events and formats, such as mixed team relays and inter-club-based competitions. Thirdly, work with Triathlon Australia to continue with the development of the tiered membership options, consolidated results platform, and other commercial partnerships to benefit members. My vision is to give people more reasons to join a club and take part in more events.

I would also hope to leverage my skills and experiences to promote a safe, efficient and ethical organisation culture that reflects our community and stakeholder expectations.



Candidate: Nick Kennedy

What is your interest in nominating for the Triathlon Victoria Board?

As a family man, passionate triathlon person, and foundation member of the Davey Black Triathlon club, I owe a great deal to this amazing sport which touches my life every day. I met my wife on the pool deck at MSAC thanks to the tri club and am fortunate to have been a committee member, supporting the club's growth and direction throughout its formative years. A 70.3 athlete at heart, I have enjoyed representing Australia at two recent half ironman world championships in 2018 and 2019. My children are super excited to race their first triathlons and I'm looking forward to watching them in the kid's triathlons over the summer. One of the most inspiring aspects of triathlon is the culture of inclusion we're continuing to foster, along with the incredible stories emerging of athletes from all walks of life overcoming adversity to achieve their goals. For an 'individual' sport, the sense of togetherness within the multisport community is overwhelming. Joining the Board represents an opportunity to give back to this amazing sport which has not only been incredibly good to me over the years but has truly changed my life. The opportunity to donate my time and professional expertise to support Triathlon Victoria in striving towards its goals is a compelling prospect. Helping build an engaged, connected and inclusive community, inspire and grow participation in multisport and lead and foster a culture of success, represent aspirations I am truly excited by.

What formal qualifications and relevant experience/expertise do you bring to the Board?

As a management consultant leading human resources, data and analytics, and change and transformation programs, I am heavily involved in the facilitation of strategy development as well as helping clients (many of them not-for-profit and member organisations) to identify how to best implement their strategic objectives. As a partner and board member within the 'deliberate' group of companies (human resources consulting) I work closely with my fellow directors to support the governance of our Boards and sub-committees. In my role as managing partner of deliberateedge, I specialise in the area of strategic workforce planning. I have significant experience supporting clients to develop workforce plans as well as training organisations and individuals in how to conduct the process themselves. My expertise also spans developing online learning content along with the administration of learning management systems. More recently, I have adopted a role as chair of the Workforce Planning Institute, an emerging member organisation for workforce planning professionals. As a result, my expertise and interest in the development and growth of membership-based businesses is ever evolving. Formally a qualified mechanical engineer, my passion for data and analytics combined with my critical thinking capability, support my aptitude for solving complex challenges. Three of the current Board members who have opted not to re-stand, possess significant human resources skills (per the skills matrix) representing a risk to Triathlon Victoria. My human resources and workforce planning experience and subject matter expertise present a strong risk mitigation strategy to the departing Board capability.

What would you hope to achieve if elected to the Board?

Growing participation in the sport of triathlon in Victoria was challenging enough before lockdown. The 5 years following the 2015/2016 season saw a steady decline in the participation of the sport reflected in a decrease in membership numbers by nearly 23%. Fast forward to today, multisport in Victoria faces an even more complex set of challenges. The prolonged impacts of our inability to race, along with restrictions on athletes' ability to train, create the risk athletes will turn to other activities presenting a further threat to the prosperity of multisport in Victoria. I genuinely believe Victoria can amass a participation profile similar to the warmer states in Australia with the right levels of advocacy, grass roots support and value proposition to members. I am genuinely excited by the opportunity to support and help drive the participation growth of this truly unique and wonderful sport. More generally, I believe the sport of triathlon deserves higher recognition on a global scale. Whilst Triathlon Victoria (and Australia) do a lot of valuable work at the grass roots level, our sport also needs more heroes. The Frodeno's, Charles's, Ryf's and Salthouse's of this world deserve the same levels of adulation as the Sagan's, Williams's, Ronaldo's and Messi's. Through supporting and promoting our professional athletes (both domestic and international) and recognising all of our athletes as the true heroes they are, we can engage, inspire and reach an entirely new pool of potential athletes.



Candidate: Bronwyn Slatter

What is your interest in nominating for the Triathlon Victoria Board?

Quite simply, to give clubs, members, and athletes a voice and ensure operational compliance and transparent business practices are delivered for the betterment of triathlon in Victoria, and nationally.

What formal qualifications and relevant experience/expertise do you bring to the Board?

My experience spans 20+ years working in the Australian sports industry, from grassroots to elite level. I'm a versatile marketing and communications all-rounder who has worked across media, marketing, communications, PR, commercial and large-scale events. My previous employers include the Essendon Football Club, Bowls Victoria, the PGA of Australia, 2XU, Triathlon Victoria, and now Australian Taekwondo. I currently hold a senior leadership position accountable for driving the association's public profile, which is critical to Taekwondo's effective modernisation and club / participation growth nationally. I've also spent 10 years with Swinburne University where I lectured in sports marketing, administration, events and facility management.

Education:

Bachelor of Communication (Public Relations and Film Studies)

Diploma of Sport and Recreation

Certificate IV in Fitness

Certificate IV in Assessment & Workplace Training

Skills

Media and PR strategy

Stakeholder engagement

Operational compliance

Risk and issues management

Brand positioning

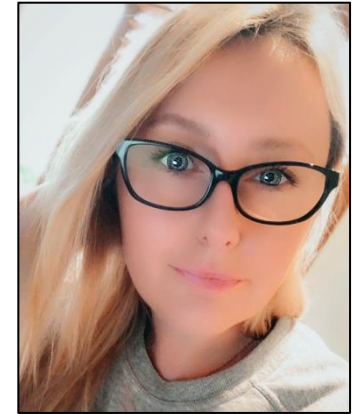
Education and Training

End-to-end event planning

Commercialisation

What would you hope to achieve if elected to the Board?

I seek to ensure the sport's reputation is protected and that gaps in critical growth areas such as junior pathways, club support, coach development and the value proposition of membership are addressed. Further, ensuring the correct PR, marketing, and communication tactics are being executed to benefit clubs, members, athletes, and event directors to aid the overall growth of triathlon in Victoria. For triathlon to grow and thrive, it needs to ensure a safe, fair, and healthy environment for anyone who has a touchpoint with our sport.



Candidate: Robbie Wallace

What is your interest in nominating for the Triathlon Victoria Board?

I was a latecomer to the sport of triathlon but it has been responsible for some of the happiest and most fulfilling moments of my life. Triathlon has challenged me to try to be a little bit better every day and gave me the confidence to move to the other side of the world. The sport continues to provide inspiration through the personal journeys of all I have met within the community and it has instilled in me the belief that it truly is a sport for all. The challenges and achievements that are possible within our sport are a great metaphor for life and to have the chance to contribute towards a positive vision of its future is a compelling opportunity.

What formal qualifications and relevant experience/expertise do you bring to the Board?

Qualifications:

BSc Hons Degree - Physiology & Sports Science; BSc Hons Degree – Physiotherapy; British Triathlon Federation Level 2 Coach; Athletics Australia Level 1 Coach (Level 2 in progress); AUSTSWIM Qualified Swim Teacher

Experience:

Sales and Marketing Lead for ClubSpark Asia Pacific region - global leader for tennis software with 3 of the 4 Grand Slam federations as clients.

2+ years experience as an administrator within the sport as an employee with Triathlon Victoria where I championed increased member benefits and value, devised measurable participation initiatives and pushed for regional inclusion. In addition, I authored a 40 page report that highlighted the systemic flaws that exist within the current coach education framework and stood up for the rights of coaches to coach as well as bringing in a sponsorship deal that had a contra value of up to \$180,000 for our State.

Over 10 years working in the Financial Services sector in the UK finishing with running the leading team in the country as regional manager before leaving for Australia. Responsibilities included recruitment, managing and monitoring KPIs, compliance and regulatory supervision, complaint management in an environment where success was a prerequisite for continued employment.

Outside of employment I have multiple years committee and league representative experience from my time in cricket as well as having been an active club coach in triathlon where I trained under the architect of the British Triathlon High Performance (L3) accreditation.

What would you hope to achieve if elected to the Board?

My passion rests in the following areas:

Membership - Driving increased inherent value in the membership proposition such that you, the community, make the choice that it is a must have rather than being told it is.

Coaching - Advocating for courses that are safe and fit for purpose rather than a means of driving income and standing up for the rights of coaches to coach such that they are empowered to bring new participants into our wonderful sport.

Participation - Ensuring that resources are used effectively and impacts measured such that the focus is on those initiatives that are moving the sport forwards and providing opportunities for all.

Regional Inclusion - Too often, regional areas are excluded in the work that takes place. I want to make sure that there is a focus on what helps the Surf Coast, the Mornington Peninsula and all our great inland regional areas too, not just the easy to reach Metro Melbourne areas.

Clubs - Increased support, promotion and the removal of barriers to growth whilst aiding them to link up with and reach out to new members of their community.

Governance - Building trust and transparency in the work that is undertaken and looking at enabling every member of the community to have a voice and say in how our sport is run.



Candidate: Damian Walsh

What is your interest in nominating for the Triathlon Victoria Board?

As an avid sports person all my life, I am at a stage of life where I am fortunate enough to be able to give back to sport. My early sporting pursuit was as a Senior AFL Umpire (but please don't hold that against me, I was only the boundary umpire 😊) Following that I was an active runner, and then in the last 7 or 8 years have become a passionate Triathlete, completing full IM, as well as many 70.3 and Olympic events including the last 2 pre Covid IM 70.3 WC's in South Africa and France. Apart from competing myself, I was also Track coach for the Tri club I belonged to in Hong Kong where I was working and living, and have been on the committee of Nunawading Tri Club since I returned to Australia about 3 years ago, in the role as Training Co-ordinator. I was also fortunate to be awarded the 2020/21 Tri Vic award for Volunteer of the Year. As much as I love racing myself, I really enjoy the volunteering aspect of growing the enjoyment of the sport for current and future generations, and am passionate about developing young talent. My nomination for the Tri Vic board is an opportunity for me to further continue that passion for our wonderful sport.



What formal qualifications and relevant experience/expertise do you bring to the Board?

After graduating from Deakin University with a Bachelor of Business in Accounting and Computer Science, I have spent the last 30 years working in Technology for major corporations across Asia Pacific including Accenture, Coles Myer and NAB. The last 10 years have been spent as Managing Director for Asia, for DB Results, which is headquartered here in Melbourne, and is one of Australia's most successful Technology consulting organisations. I led the expansion of the company into first Hong Kong, then the Philippines and finally the US, before returning to Australia for the education of my two sons at the end of 2018. As an owner of the company, I am fortunate enough to have been able to recently scale back my active involvement in the business to part time, leaving me with time to focus on Triathlon, both training and racing, but also volunteering to develop the sport.

As a Managing Director, I have experience across all aspects of running a business, but my particular strengths that I can see being able to help TriVic lie in a strong Finance background as a CPA in conjunction with 30 years of IT expertise, that I see as critical to the sport going forward to allow it to thrive in the modern environment by integrating technology into everything we do. I also have been heavily involved in sales and marketing, and the integration of that into Technology to attract and retain new athletes is also critical.

What would you hope to achieve if elected to the Board?

I would see the key issues where I can add value to the board would be

- As a suburban club grassroots triathlete, providing a perspective on the important relationship between clubs and the board
- As an IT expert, help drive the ongoing integration of Technology into the sport to ensure relevance of our sport to future generations
- Focus on the development of young talent into the sport and in particular the attraction, engagement and retention of youth through the sport to ensure growing popularity for future generations
- Continue the good work on increasing inclusiveness in the sport, so it is a truly inclusive and welcoming sport
- Develop a focus on recovery pathways in the sport, where Triathlon is a sport that is seen as part of an overall recovery plan for people who have been through challenging life events, be that cancer or other illness, stress or mental illness, I think there is a real opportunity that Triathlon can help be part of the solution