

2023 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 (must have a minimum 40% of female representation on the board).

Four (4) nominations have been received for the **Four (4)** vacancies and a ballot will be required at the AGM. The ballot is required to meet the VIC Government’s Gender Equity Strategy, a minimum of 2 positions must be female, therefore in this case, the election at the AGM will consist of selecting 2 out of the 3 male nominees.

[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



Murray Newham, Head of VIC State Services

2023 Board Nominations – General Elected member positions

Position	Nominee Name
General Elected member (four (4) nominations)	Melanie Armsby
	Martin Barr
	Robert Scott
FOUR (4) VACANCIES*	Damian Walsh

**Need to take into account the VIC Government Gender Equity Strategy.*

Current Board skills make-up

In your voting consideration find below the skill matrix of current board members and 2023 candidates.

Note: Names in **bold** are continuing board members until the 2024 AGM.

Name	Term Expiry	Legal	HR	IT / Data	Finance	Marketing Sponsorship	Leadership	Governance
Deborah Friedlander	2024	X	X		X	X	X	AICD
Mark Warburton	2024		X		X	X	X	AICD
Nick Kennedy	2024		X	X			X	X
Damian Walsh	2023			X	X		X	AICD
Melanie Armsby	2023	X				X	X	AICD
Mardi Cuthbert*	2023		X				X	AICD
Nigel Fanning*	2023			X	X	X	X	AICD

**Nigel Fanning and Mardi Cuthbert have decided not to run again for election.*

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 4 years. During this time I have governed the organisation through the unified operating structure with Triathlon Australia, which provides Triathlon Victoria with centralised administration, finance, accounting, marketing and communications. I also governed the organisation through the challenges of the coronavirus pandemic.

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 happier and healthier 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 connect and inspire the Victorian 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 16 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 have completed the Applied Corporate Governance and Risk Management Certificate, with the Governance Institute of Australia.

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

What issues or opportunities would you hope to address through your involvement on the Board? (max 250 words)

If elected I would:

- Provide strong governance to Triathlon Victoria, and work to ensure that decisions are being made in the best interests of the members of Triathlon Victoria in the unified structure with Triathlon Australia.
- 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 continue to grow its membership, encourage more participants to the starting line of events, and achieve its goals.

Candidate: Martin Barr

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

With two daughters, Olivia and Zara, who are members of Triathlon Victoria, I would like to bring my skill set from my role as GM of Corporate Affairs at Myer – responsible for external and internal communications, as well as government relations to the Board.

I would also bring experience as a board member of Diving Victoria, as Vice President, and as a member of the governance, finance, and facilities sub-committees.

Like I have done with my Board role with Diving Victoria, I would want to work with the Board to build, grow and enhance triathlon as an in demand and popular sport in Victoria, both at a community and elite level.

My daughters are loving their triathlon experience and I would like to bring my skills to the Board to encourage participation and membership, support clubs, as well as increase the exposure to this sport through my media, PR and marketing background.

I would also bring my government experience to ensure, where needed, engagement with all levels of government on matters or issues that arise, particularly on how governments can help to support triathlon in Victoria.

From a personal perspective, my daughter Olivia is in the state team, and Zara was part of the Victorian Aquathlon team, which went to the SSA Nationals. Both will be part of the triathlon season starting in a few months. They are members of Peak Athletic Coaching, which they are thoroughly enjoying.

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

I have a Bachelor of Arts Degree, and would bring my aforementioned Board and corporate skills where, for the past two decades, I have worked in senior roles for two of Australia's most well-known ASX-listed corporations: Myer and Telstra, Australia Post, a privately run global chemical company, Ixom, and prior to entering the corporate sector, I worked for both state and federal ministers and members of Parliament, including the Victorian Premier.

As a communications executive, I have a deep practical understanding of every facet involved in developing and executing communications strategies. From building brand awareness to managing an issues rich environment to writing key communications for multiple channels, which I could also bring to a Board role, ensuring the best engagement with members and clubs, and the wider community.

Corporate experience:

- 2017 - Myer Holdings Limited General Manager Corporate Affairs and Communication (Government Relations)
- 2015 - 2017 Ixom Operations Limited (Formerly Orica Chemicals) Head of Corporate Affairs (Global)
- 2013 - 2014 Office of the Hon. Dr Denis Naphine MP, Former Premier of Victoria Principal Media Adviser
- 2011 - 2013 Australia Post Senior Business Communications Manager – Corporate Affairs / Finance & Business Services
- 2008 - 2011 Telstra Corporation Ltd National Media Spokesperson / Senior Public Affairs Issues and Media Manager (HR and Operations)
- 2005 - 2007 Office of the Hon Julie Bishop MP Minister for Ageing / Minister for Education, Science and Training Adviser



What issues or opportunities would you hope to address through your involvement on the Board?

I would like to add to the strong mix of skills and experience already on the Board and add value not only from a communications, marketing and government perspective, but from my experience on the Diving Victoria Board where we have improved governance practices, improved the finances of the organisation, increased membership – particularly female membership, improved facilities, better supported clubs, and better marketed the sport through social channels and online. We have also ensured that elite Victorian divers have the coaching and facilities to perform at their best, which has resulted in Victorian divers medalling at recent Olympics, Commonwealth Games and national competitions. In addition, I have been working with the President and CEO to increase corporate sponsorships during my tenure on the Board.

Candidate: Robert Scott

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

To navigate and optimise the organisation through the current era to protect member value and growth.

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

Advanced Diploma in Sport Development and Athlete Support Services.

Masters of Business Administration – 2/12 units complete.

Aspiring future member of the Australian Institute of Company Directors

Volunteer member of Barwon Waters Customer Advisory Committee

Geelong Grammar Sport Coach – swimming, cross country and Athletics

Lived experience; Trained for and complete many sprint and Olympic distance triathlons and duathlons, half Ironman's, full ironman, marathons, etc.

16 years' experience as a Personal Trainer.

Studies Business, Accounting and Math Methods in VCE Participated in a number of entrepreneurial ventures.

Expertise:

I naturally seek to make things better for people. Whether it be stakeholders, shareholders, customers, members, participants, and the organisations, I'm a part of, as a whole. With strategic near term and long-term outlook.

What issues or opportunities would you hope to address through your involvement on the Board?

Championing young triathlete development, growth and continuation with the organisation by addressing their challenges with training, racing, travelling, eating, spending and their financial securitisation. For example, Triathlon became too expensive for me to continue when I was young because I wanted to buy a house. I now (almost) own my house. Eating whilst training was probably my biggest expense. I would like to look deeper into this, due to inflation and the increase cost of living, to provide a program(s) that help young people stay with the organisation, such as a "train to eat" program.

My work with Geelong Grammar has shown me that the day becomes so much more efficient and focused when food is presented as part of the working/ learning day for staff and students.

Obvious financial challenges would need to be looked at and their streams re-routed to make such programs work.



Candidate: Damian Walsh

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

As an avid sportsman 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 and the most recent in Finland. 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 and as VP for the 1st year. 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 issues or opportunities would you hope to address through your involvement on 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