

Basketball Australia Position Description

INTEGRITY OFFICER NBL

Who are we

As the national governing body, Basketball Australia (BA), in conjunction with our State & Territory member associations, is at the forefront of promoting, fostering, and developing the sport of basketball across the country. BA is responsible for safeguarding the sport in Australia.

With a proud, rich history and commitment to excellence, we are dedicated to growing the game. This mission of Australian Basketball is to be “Everybody’s Game” and BA will lead, connect, and enhance the experience of the Australian basketball community.

BA proudly manages Australian national teams (Boomers & Opals, Rollers & Gliders, men’s, and women’s 3x3 and junior national teams), athlete pathways, the Centre of Excellence facility, national championship events, major international events and leads community programs for the good of the whole sport.

We are excited to be launching the new Basketball Australia Strategic Plan (2025-2028), the Whole of Sport Basketball 2040 Vision and refreshed BA Values. These critical foundations, along with our Innovate Reconciliation Action Plan (RAP) (2024-2026), and BA’s Women & Girls Strategy will set our direction and represent how we will bring our mission to life.

Our Values

BASKETBALL AUSTRALIA'S VALUES











Belonging	Safety	Leadership	Excellence	Teamwork
<p>Our people feel a sense of belonging, inspired by each other and a greater purpose</p> <ul style="list-style-type: none"> Being your authentic self Inclusive of all perspectives and people Aligned to the organisation's goals Creating equal opportunities for all Working as a team, for a team 	<p>Our place is a safe place, for all people, of all abilities, and all backgrounds</p> <ul style="list-style-type: none"> Respecting others Mitigating safety risks Trust in your peers and leaders Setting healthy boundaries Prioritising each other's wellbeing 	<p>Our organisation leads with pride and influences positive change</p> <ul style="list-style-type: none"> Empowering and developing others Challenging with care Being transparent and accountable Have a growth mindset Professionally represent the sport 	<p>Our work is innovative and high quality, always thriving for excellence</p> <ul style="list-style-type: none"> Creative thinking and problem solving World Class standards Working collaboratively internally and externally Evidence Based programs and decisions 	<p>Our work is delivered by a high functioning team working toward a common goal</p> <ul style="list-style-type: none"> Cross-department collaboration Active interest in others work Gaining diverse opinions Challenging each other with care

Child Safeguarding

Basketball has a zero-tolerance policy to child abuse and neglect in any form. All Children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children have the right to take part in sport in a safe, positive, and enjoyable environment. Basketball Australia aims to create and maintain an inclusive, child- safe environment that is understood, endorsed, implemented, and adhered to by everyone involved in basketball.

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Role Description and Purpose

Reporting to the Head of Integrity, the Integrity Officer has responsibility for the day-to-day management of issues arising under the National Integrity Framework (NIF) across both BA and the NBL, including education, prevention, monitoring, intelligence, investigations, tribunals, and hearings.

The Integrity Officer will play an integral role in ensuring that all participants, across our diverse culture, can participate in a safe sport, while promoting our core values.

Key Responsibilities

- Manage integrity matters under Basketball Australia's National Integrity Framework, including investigations, education, prevention strategies, and support for all parties.
- Oversee NBL game-day incident investigations and manage sensitive information in a central complaints system.
- Implement and monitor integrity strategies, ensuring compliance and safeguarding within the sport.
- Provide intelligence, reports, and briefings to BA and NBL leadership on integrity issues.
- Lead and assist investigations, hearings, and evidence preparation under the National Integrity Framework.
- Advise and guide stakeholders, including state and territory basketball associations.
- Support integrity education and training for NBL clubs and players.
- Respond to all complaints, including historical abuse or child protection matters, and take proactive steps to ensure welfare mechanisms are in place.
- Support investigations into wagering, match-fixing, anti-doping, drug use, and corruption.
- Assist NBL tribunal processes, incident reviews, and ensure compliance with security protocols.
- Contribute to policy reviews, updates, and other integrity-related tasks as required.

Key Working Relationships

- Executive General Manager, Governance, Risk & Integrity
- The NBL
- The WNBL
- NBL and WNBL clubs
- State and Territory Basketball Associations
- Sport Integrity Australia

KEY PERFORMANCE INDICATOR	MEASURE/ACHIEVEMENT
Values & Culture	<ul style="list-style-type: none"> • Role models respectful and inclusive workplace behaviour. • Attends BA activities and functions and conducts self in a professional manner aligned to BA values. • Promotes, enhances and practices diversity, equity and inclusion in your team. • Works collaboratively with others for the greater good of the teams, organisation and the sport.
Safety & Respectful Workplace	<ul style="list-style-type: none"> • Implements processes that ensure the wellbeing of athletes and staff is paramount. • Implements actions to resolve safety concerns raised formally or informally of staff. • Attends training and professional development in relation to Workplace Health & Safety Issues as required
Stakeholder Engagement & Collaboration	<ul style="list-style-type: none"> • Build and maintain strong relationships with NBL clubs, state & territory associations, and key stakeholders. • Provide timely and effective integrity advice and guidance to stakeholders.

	<ul style="list-style-type: none"> Collaborate with NBL Compliance Manager and BA Integrity Unit to ensure consistent integrity practices
Reporting & Intelligence Sharing	<ul style="list-style-type: none"> Deliver accurate and timely integrity reports and intelligence updates. Prepare high quality briefs of evidence and investigative summaries for hearings and tribunals. Track and report compliance trends and integrity risks.

Required Qualifications & Experience

- Qualifications or professional experience in integrity, safeguarding, education, law, investigations or law enforcement, or a related field.
- Previous experience in a similar role for a sporting organisation is desirable.
- Knowledge and prior experience with sport disciplinary procedures is desirable.
- Demonstrated record of appropriate handling of confidential information and managing a range of high- profile projects.

Required Skills and Capabilities

- Exercise judgement to make decisions and manage information securely.
- Elevated level of stakeholder management capability.
- Highly collaborative with effective communication skills.
- Committed to excellence with a personal drive and energy to deliver results.
- Energetic and positive team member.
- Self-sufficient to deliver results against our strategic plan while providing input for future activities.
- Influential and collaborative professional who can problem solve and resolve challenges.
- Demonstrated alignment with BA Values

All Employees Will

- Model our values
- Create and maintain an inclusive and respectful workplace
- Act in accordance with all BA policies and protocols which change from time to time
- Be committed to maintaining a safe and healthy workplace
- Act consistently with our Employee Code of Conduct
- Be flexible and responsive and prepared to step-up in times of need

Other relevant Information

This position may require domestic travel.

Due to the nature of the industry the role will require work to be undertaken on some weekends in line with events or competitions.

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify the Head of People & Culture if your right to work in Australia ceases.

You must maintain a current Working with Children or Working with Vulnerable People Certification.