Position description

Job title:	Chief Executive Officer
Work type:	Full time
Reports to:	Board

auDA values

Contribute: locally & globally
We serve all Australians and global Internet users.

- We lead on things that matter to the Internet community.
- We connect with others to canvas views and build consensus.
- We use our knowledge and practical experience to influence the future of the Internet.

Better together
We collaborate and work together as one auDA.

- We listen to others and respect their views.
- We are inclusive, caring and encourage diversity of experience.
- We have fun and enjoy time together as a team.

Strive for excellence
We deliver value. On time, every time.

- We are bold in our aspirations, ideas and actions.
- We are nimble in the face of change and challenge.
- We base our decisions on rigorous evidence.
- We invest in our people and ensure they contribute at the highest levels.

Additional CEO values

- Integrity, fairness and strong governance.
- Accountability, consistency, and decisiveness.
- Inclusiveness and respect for diversity.
- Transparent and accurate communication.

Leadership attributes and capabilities

Leadership

Internally

- Strategic thinker and problem solver with an ability to implement effectively.
- A person with the ability to identify and develop a sustainable business model in the face of global changes to the internet.
- A leader who engages, communicates and delegates with a clarity of purpose.
- A person who builds an inclusive culture and unites the team around the purpose, vision and strategic priorities for the organisation.
- A person who leads by example and drives team engagement, accountability outcomes and impact.
- A leader with an innovation mindset that can effectively manage transformation and engage the team in the change process.
- A person who demonstrates and empowers resilience.
- A person who has the knowledge or ability to learn about auDA's key technical challenges and the regulatory parameters of the internet.

Externally

- A person with strong stakeholder management and policy advocacy skills and experience of working with government at senior levels.
- A person with strong business acumen to navigate the changing internet industry landscape.
- A leader with the ability to champion an open, free, secure and global internet within Australia and internationally.
- A person who builds positive and constructive partnerships across a wide spectrum of stakeholder groups.
- A leader who can continue auDA's role as an influential part of the internet ecosystem and can work effectively on the global stage, with regional peers and other international leaders at this critical time to strengthen secure DNS operations and reaffirm an inclusive, multistakeholder Internet governance paradigm.

Key responsibilities:

Innovation

Develop the strategic direction for auDA as the internet and digital landscape changes rapidly.

Implement the Strategic Plan priorities and Objectives and Key Results (OKRs)

Drive a culture of continuous improvement so auDA is "best in class".

Ensure the .au domain continues to be seen as competitive against other choices for online presence.

Support innovation by others through partnerships, targeted programs and investment.

Support innovation through data, insights and research programs.

Ability to lead a technology organisation in a climate of increased complexity.

Terms of Endorsement

Undertake conversations with key Federal Government Ministers and departmental officers on matters related to the Federal Government's statement of Core Functions and Principles reflected in the [Terms of Endorsement for auDA](#).

There are three areas of strategic focus for auDA in the Terms of Endorsement - to operate a stable, secure and reliable .au; to administer a .au licensing regime and to advocate for and actively participate in multi-stakeholder internet governance.

Operationally, these core functions are reflected in the work auDA does to manage the technical platform, adopt a multi-stakeholder approach to the development of the licensing rules and internet governance policy issues (please see attached Terms of Endorsement Summary).

Cyber security and risk

Protect and defend Australia's critical infrastructure alongside other networks, assets and services (such as energy and financial services) upon which Australians rely for social and economic wellbeing.

Manage auDA's responsibility as operator of critical infrastructure, particularly for cybersecurity threats

See security as whole-of-organisation practice.

Partner with the .au domain industry, cyber experts and government bodies to keep .au secure.

Ensure Australia's connection to the internet is reliable, secure, always available to create a trusted space where people can confidently engage online.

.au Licensing framework

Administer .au licensing framework and associated complaints and compliance processes based on rules developed through effective multi-stakeholder processes and focused on the greatest benefit for the Australian community.

Communications, stakeholders, members and marketing

Lead organisational knowledge of the issues affecting the domain name space, internet and digital industry including legislation, key trends, issues and stakeholder related matters.

Drive transparency with regular, external, accessible communications and reporting.

Ensure auDA engages effectively with its wide range of stakeholders (including industry, academia, civil society and government) and grows and diversifies its membership.

Ability to assess the future of the .au domain name system and determine effective marketing in a competitive market for online presence.

Policy

Policy specialist and advocate in providing advice to senior levels of government including Ministers and departmental representatives, with an emphasis on global internet governance, technology policy and digital transformation.

Oversee and empower active team participation in local, regional and global processes to support an open, secure and globally inter-operable internet and the multi-stakeholder model of global Internet Governance.

Build and maintain strong networks including appropriate government, industry and civil society representatives, and with regional and global internet policy experts.

People & culture

Be a role model and provide leadership for an organisational culture underpinned by auDA's values.

Ensure auDA's structure and resources are appropriate to achieve auDA's Strategic Plan objectives and Core Function responsibilities and to manage effectively people related risks.

Foster a positive organisational culture based on collaboration, diversity, and inclusivity, nurturing an environment conducive to innovation and excellence.

Ensure the right talent is in place, focusing on talent acquisition, development, and retention strategies to build high-performing teams.

Implement & oversee performance management systems to drive accountability, recognise achievements, and facilitate professional growth and development.

Build an organisation regarded by staff as a Great Place to Work.

Governance, risk and reporting

Experience in complex decision making, preferably in a licensing framework environment.

Ensure auDA operates as a fully self-funding not-for-profit, for purpose organisation, at the highest standards of corporate governance.

External reporting is in accordance with the Terms of Endorsement and the ASX Corporate Governance Principles.

Build and maintain a strong, healthy and professional partnership with the Board. Ensure productive Board governance, administration and decision-making processes.

Minimise future risk through planning and management of a risk, audit and compliance framework, including its communication and implementation requirements.

Financial management and commercial acumen

Oversee robust financial management practices, including budgeting, forecasting, and financial reporting, to optimise resource allocation.

Maintain a posture of sustainable revenue generation, explore new revenue opportunities, and ensure stakeholder value.

Oversee capital management strategies, investment decisions, to support growth objectives and maximise return on investment.

Foster a culture of continuous improvement and cost consciousness, encouraging innovation and creativity in identifying opportunities to reduce expenses and enhance operational performance.

Last updated

May 2024

auDA Terms of Endorsement

The Internet naming system is a public resource and, in keeping with the multi-stakeholder approach, its functions should be administered to create and deliver value in the public or common interest and in accordance with Australian laws.

Core functions

- Operate a stable, secure and reliable .au domain
- Administer a transparent, efficient, responsive and accessible .au licensing regime based in multi-stakeholder processes
- Advocate for and participate in multi-stakeholder Internet governance processes both domestically and internationally.

Core principles

- Engagement with the Australian Government
- Support trust and confidence in .au
- Promote principles of competition, fair trading and consumer protection
- Support fair and transparent multi-stakeholder engagement
- Support a diverse membership, reflective of the Australian community
- Maintain effective, transparent and accountable governance processes and promote the interests of the Australian community.

Ongoing endorsement

- The Government reviews the Terms of Endorsement periodically to ensure they remain fit for purpose and best serve the Australian community.
- auDA's ongoing endorsement relies on our delivery against the conditions of endorsement.

The full Terms of Endorsement from the Federal Government can be found here:
www.auda.org.au/about-auda/governance/terms-endorsement

.auDA