



Chief of People & Culture

Australian Olympic Committee (AOC)
Sydney, NSW | Permanent Full-Time

Shape the culture behind Australia's Olympic success.

The Australian Olympic Committee (AOC) is responsible for selecting, leading and supporting Australian Olympic Teams and advancing the Olympic Movement in Australia. With a proud history and a future-focused agenda, the AOC brings together athletes, staff, officials and partners to deliver excellence on the world stage.

We are seeking an exceptional **Chief of People & Culture** to provide strategic and operational leadership of the AOC's people function and to champion a people-first, values-led culture across the organisation and Australian Olympic Teams.

Reporting to the CEO and sitting on the AOC Leadership Team, this role plays a critical part in ensuring our people are supported, engaged and equipped to perform at their best—at Games time and beyond.

The Role

The Chief of People & Culture provides strategic and operational leadership of the AOC's people function and is a key member of the AOC Leadership Team. The role is responsible for building a high-performance, values-led and compliant workforce across the AOC and Australian Olympic Teams, ensuring people are supported to perform at their best in complex, high-pressure environments.

Key responsibilities include:

- Lead the end-to-end people and culture strategy, including workforce planning, succession planning, recruitment, performance management, remuneration and employee engagement.
- Lead workforce planning, recruitment, selection and wellbeing initiatives for Australian Olympic Teams, working closely with the CEO, Chef de Mission and Team leadership.
- Act as culture champion for the AOC and Teams; lead the Culture Council and oversee the annual culture survey and improvement initiatives.
- Design and deliver learning and development programs for staff, contractors, committees, executives and Team members.



- Service the Culture, Remuneration and Nominations Committee, including preparation of high-quality papers and advice.
- Lead people-related policy development and ensure strong governance, risk management and compliance.
- Partner on integrity, safeguarding, work health and safety and wellbeing matters.
- Lead major Games-related people initiatives, including Family and Friends programs.
- Lead and develop the People & Culture function.
- Support the AOC's safeguarding, work health and safety and social responsibility commitments, including Reconciliation Action Plan and sustainability objectives.

About You

You are a confident, values-driven senior people leader with the credibility to operate at executive and board level, and the agility to support high-performance teams in complex, fast-moving environments.

You will bring:

- A degree in Human Resources Management or a related discipline.
- Senior-level HR leadership experience, ideally within a national sporting organisation, major event environment, not-for-profit, membership organisation or medium-sized corporate.
- Professional HR accreditation (CIPD, SHRM, AHRI or equivalent).
- Demonstrated experience reporting to and supporting a board or board committee.
- Strong capability in change management, technology integration and workforce transformation.
- Proven ability to balance strategic leadership with hands-on delivery, particularly in high-pressure or major event contexts.
- A collaborative, values-led leadership style with sound judgement and high emotional intelligence.

Additional Information

- Permanent full-time role based in Sydney
- Regular domestic travel
- International travel may be required



This is a rare opportunity to shape the culture and capability of one of Australia's most respected sporting organisations, and to make a meaningful contribution to Olympic success—through people.

Application Process:

If you are inspired to make a meaningful impact and contribute to Australia's Olympic success, we invite you to apply by submitting your résumé and a cover letter outlining your relevant experience and interest in the role via the [AOC Application Form](#).

Applications close **11:59pm Sunday 19 April 2026**.

All candidates will be advised of the outcome of their application following the close of the process.

At the AOC, diversity and inclusion are fundamental to who we are and how we perform. We believe diverse perspectives strengthen our organisation and our impact, and we welcome applications from people of all backgrounds, experiences and identities.