



Sydney Swans Executive General Manager – People

WHY CHOOSE THE SWANS?

- Admired Australian sporting team
- Inclusive and flexible work environment
- Employee perks and benefits
- Work in a new [state-of-the-art facility](#)

Our club was born 151 years ago from hard work, grit and a relentless drive for success. We are rich in history and ambitious about the future. Together we share the journey and celebrate the wins. We are proud to be one of the leading football clubs, both on and off the field, in Australia.

When choosing a career with the Sydney Swans, you will join a team that stands up in the big moments. A team that is respectful, courageous and curious. You will be part of something bigger.

Flexibility in hours, leave, location and dress translate to an environment where you can be at your best.

We are committed to creating a supportive environment in which people feel connected to our football club and to each other. Therefore, we encourage applications from candidates of all backgrounds.

THE PERKS

- Wellbeing programs to support healthy mind and body including access to gym facilities
- Special offers and discounts through our Corporate Partners
- Professional development support tailored to your goals
- Club memberships to enjoy games with your friends and family

THE OPPORTUNITY

The EGM – People is a key member of the Sydney Swans Executive Team, responsible for shaping and delivering our People Strategy to enable the Club to achieve its Game Plan. Reporting directly to the CEO, this role holds significant influence and impact driving a high-performance culture and supporting the long-term organisational health of the Club.

The role leads organisational design, workforce planning, remuneration, recruitment, performance systems, and engagement frameworks that support an inclusive, high-performance environment within the unique context of a professional football club.

In this role, you will:

- Shape People Strategy & Leadership Excellence
- Champion Culture, Wellbeing & Inclusion
- Elevate People Operations & Systems
- Strengthen Governance, Risk & Compliance
- Build Strategic Industry Relationships

SYDNEY SWANS LIMITED

ROYAL HALL OF INDUSTRIES, 1 DRIVER AVENUE, MOORE PARK, NSW 2021
T: 02 9157 5020 | SYDNEYSWANS.COM.AU



PRINCIPAL PARTNER



ABOUT YOU

You are a seasoned HR professional with at least 10 years of experience, including 5+ years in a senior leadership capacity.

You thrive in fast-paced, high-pressure environments, such as elite sport or entertainment, and possess the emotional intelligence to effectively navigate complex stakeholder landscapes.

You are as comfortable with data-driven decision-making as you are with high-level strategic influence.

Additional skills and experience include:

- Tertiary qualifications in Human Resource Management, Industrial Relations, or a related field.
- Strong understanding of contemporary HR practices, employment legislation, industrial relations, and organisational development.
- Demonstrated capability to lead strategically while remaining agile in operational execution.
- Resilience and adaptability, with a proven ability to lead in high-performance environments.
- Proven experience in workforce planning, organisational design, performance management, and remuneration.
- Experience managing complex employment relations matters.

Due to the nature of the industry, the ideal candidate must be flexible in their availability as extended hours and weekend work will be required for this role.

TO APPLY

To be considered for this role please submit a one-page cover letter that addresses:

- Why you are the ideal person for the role
- Why you want to join our team

Please apply via Seek or send your cover letter along with a copy of your CV to - hr@sydneyswans.com.au

Applications should be a maximum of four pages, including cover letter, and less than 5MB in size.

Applications close Sunday, 8 March 2026

As we expect a high level of interest in the role, only those applicants short listed will be contacted.

The Sydney Swans do not accept applications from recruitment agencies.

Sydney Swans Limited is an equal opportunity employer.

Aboriginal and Torres Strait Islander candidates are encouraged to apply.

Applicants must be legally entitled to work in Australia.

The Sydney Swans are committed to providing a safe environment for children and young people. All staff must hold (or be willing to obtain) a Working with Children Check as part of their employment with us.

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