

Expressions of Interest

Please send your CV and EOI cover letter to TenpinSA@tenpin.org.au (closes 31 July 2026)

Position Title	Development Officer
Department	Participation
Reports to	Tenpin SA Board
Contract	12-month contract (initially with option to extend)
Role Purpose	This new position aims to build the sport of tenpin bowling into a sustainable 'sport of choice' for South Australians. Taking lead from both the Australian Sports Commission's (ASC) participation initiatives (currently the Play Well strategy) and Tenpin Bowling Australia's (TBA) strategic direction, this role enables the Tenpin SA Board to focus on long term direction whilst you grow and develop the participation across multiple places, people, programs and promotions. With consideration for enablers and disablers in participation, tenpin bowling looks to connect established stakeholders and communities with new opportunities to inspire increased exposure and engagement in the sport.
Document Created	November 2025

Tenpin SA is the recognised State Sporting Organisation for Tenpin Bowling in South Australia, focused on growing and promoting the sport at every level. *Through a range of subcommittees*, Tenpin SA supports people, places, programs and partners from grassroots participation and community engagement to our highest achievers. Our commitment is to building the future of Tenpin Bowling in South Australia.

Vision To see Tenpin Bowling thrive as an inclusive, accessible, and lifelong sport for all South Australians

Mission We exist to make Tenpin Bowling accessible, exciting, and rewarding for every South Australian – from first-time bowlers to future champions

Key Responsibilities

People Places Partners Programs

Participation Delivery

- Actively promote and manage all aspects of tenpin bowling including participation and growth, with collaborative stakeholders including People, Places, Partners and Programs
- Identify new opportunities across South Australia to support their engagement in the sport
- Ensure all program deliverers are qualified and have undergone training and ensure they possess a valid WWC check. Support the education and development of deliverers including coaches to meet the satisfaction of new participants

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- Achieve participation targets and other milestones on time and within budget as outlined by Tenpin SA
 - Visit all South Australian bowling centres to discuss all aspects of the sport with a focus on identifying participation gaps or challenges and working towards agreed solutions
 - Explore with non-registered centres the opportunity to become registered or connected with TBA activities including leagues, participation programs and membership.

Growth Operations

- In partnership with Board, bowling centres and stakeholders to identify and support operational activities that grow participation in tenpin bowling
- Explore opportunities to engage in and outside the sport in order to reach people who haven't participated in tenpin bowling before, especially if they are typically underrepresented in sport (women & girls, indigenous, recent migrants, culturally diverse and people with disabilities – especially where intersections of this exist)
- Promote participation programs to accredited coaches across South Australia to ensure an adequate number of coaches and deliverers are available to deliver the programs as they grow
- Coordinate training sessions for coaches
- Build and develop relationships with key stakeholder groups including but not limited to bowling centres, Tenpin SA Board, schools, disability service providers and other organisations and groups
- Provide reports to Tenpin SA as required
- Attend and represent Tenpin SA at community of practice, centres, schools, events and activations
- Support the TBA SA President and Board on reporting to government/funders and updates to Board on participation and activation outcomes

Key Position Requirements

The ability to build strong relationships between key stakeholders including bowling centres, schools, disability service providers and non-government departments is crucial.

Candidates must be able to work autonomously, with exceptional communication, administrative and time management skills together with a genuine desire to increase participation in tenpin bowling.

A strong understanding of the landscape of sport, community and cultures in South Australia, the history, barriers and enablers to active participation.

Essential

- Previous experience in successful delivery of participation-increasing initiatives and activations
 - Demonstrated ability to think strategically and work independently, building on new and existing relationships
 - Excellent communication and accountability, capacity to learn from mistakes
 - Ability to network, negotiate, support and enhance bowling centres (e.g. proprietors, staff, bowlers) to reach mutually beneficial outcomes
 - Ability to coordinate and deliver “on-ground initiatives” at a State level
 - An understanding of the needs and requirements of the sport and how it can be linked to various community groups and growth initiatives with minimal budget and direction
 - Demonstrated experience collaborating with people from diverse backgrounds, languages, abilities, interests and motivations, and/or intersections of these
 - Ability to work under pressure and to plan, prioritise and organise to meet deadlines and commitments
 - Innovative, proactive, responsible, approachable and a ‘get it done’ attitude
 - Current Driver's License and own transport
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- Current Working with Children Check

Desirable

- Tertiary qualification in sport, management, business, marketing or a related field
 - Sound knowledge of current and emerging trends in sport and recreation programs
 - Understanding of the Australian Sports Commission and school sport systems
 - Experience with communications and successful grant applications/acquittals
 - Existing connection to/experience in working with diversity and inclusion
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Governance

Workplace health and safety

- It's your duty to comply with SA policies and procedures which are designed to protect your health and safety at work. As part of this duty, you must comply with all reasonable instructions from management (the Board) and centres in relation to health and safety issues whilst at work. This means participating in workplace health and safety training and consultation, cooperating with Tenpin SA as required ensuring compliance with the law.

Compliance

- Tenpin SA is committed to managing strong reporting and risk frameworks in accordance with the processes established under Risk Management Framework. You are required to be responsible and accountable for managing reporting and risk in so far as is reasonably practicable within your area of responsibility. This includes maintaining relevant training, accreditation and qualifications including SA Working with Children Check and Sport Integrity Australia requirements (Safeguarding Children).
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Key Stakeholders

- Tenpin SA Board
 - SA Bowling centres, proprietors, staff, volunteers, participants
 - Tenpin Bowling Australia (TBA)
 - Participants, members and event promoters
 - State volunteers
 - Local government (Councils and Sport & Recreation services)
 - Schools, people with disability, women & girls, recent migrants/culturally diverse, indigenous and intersections of these
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End.