



Board Recruitment Pack 2026

Fundraising and Business Development Director

Marketing and Communications Director

Advocacy Director

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The social side of it is so important, to feel that you're part of a team. Each week having your routine of going off to a club. Fulfilment, empowerment, you are part of something!

- 'I'm In Too' Focus Group Participant



Introduction

“Creating an Ireland where people with Disabilities have equal opportunities to be active.”

Active Disability Ireland have a number of opportunities to allow dynamic and energetic individuals to join and be part of our board of Directors in an exciting time as we deliver upon our strategic plan 2023 - 2027.

Active Disability Ireland is currently increasing the capacity on its board of Directors and is specifically looking to appoint passionate, innovative and knowledgeable individuals in the following five areas:

- Fundraising and Business Development Director
- Marketing and Communications Director
- Advocacy Director

We are seeking individuals to apply who will provide effective leadership and oversight across these areas to the board and will also work to support the executive management team in the delivery of key performance indicators set out across the organisations strategic plan.



About Active Disability Ireland

Active Disability Ireland are a national pan-disability organisation committed to creating an Ireland where people with disabilities have equal opportunities to be active.

We understand the power of physical activity, how it enables health, happiness and growth and we will help foster a fairer society where these benefits are more accessible for all people with disabilities.

Guided by the voice of people with disabilities as an insights-led organisation, we will strive to support our partners and stakeholders to enhance opportunities available to people with disabilities to experience the joy and benefits of participating in physical activity throughout Ireland.

Our strategy outlines a clear commitment to work in collaboration with national and local partners to make active lives possible for people with disabilities while ensuring the voice and needs of people with disabilities is placed at the forefront of all our decisions and actions.

"Nothing About Us, Without Us"

Active Disability Ireland, a company limited by guarantee and also a registered charity was established in 2007.



Our Guiding Values

1. Value Living Experience
2. Making A Difference
3. Stronger Together
4. Adventurous and Bold
5. Lead and Challenge Down to Earth

Our Goals

1. Create Opportunities and Choice

- To play a key role in the delivery of the National Sports Policy.
- To create and foster relationships in Health, Education and Community Sectors.
- To build capacity of individuals and organisations.

2. Increasing Profile and Visibility

- To embed living experience at the heart of our work.
- To improve the profile, reach and awareness of our organisation.
- To raise understanding and profile of the benefits, experiences of physical activity amongst people with disabilities.

3. Influencing and Challenging

- To challenge existing and new strategies and policies across different sectors.
- To advocate and promote continued investment in participation in physical activity for people with disabilities.

4. Leading By Example

- To operate a progressive, ethical, trusted, and respected pan disability organisation underpinned by good governance.
- To increase our financial sustainability.
- To ensure that Active Disability Ireland is a great place to work.



Key Areas of Success

To date we have continued to grow the number of Charter signees to over 2500. The Charter has allowed us to reach over eighty-six different types of sports and physical activities ensuring that we are increasing the number of opportunities available to people with disabilities. The charter is a national campaign that highlights the experiences and needs of people with disabilities in participating in sport and physical activity across Ireland.

We continue to support and strengthen the capacity of the Local Sports Partnerships and the network of Sports Inclusion Disability Officers to further develop locally led plans and long term sustainable physical activity programmes for people with disabilities through our Xcessible Programme. A total of 24 National Governing Bodies of Sport and 27 Local Sports Partnerships are currently working on or have completed bronze and silver levels on our Xcessible programme.

We continue to deliver our Active Healthy Me Programme directly to over four hundred disability day services working closely with the HSE Health Improvement Officers. As part of the Active healthy Me Programme, we delivered the National Disability Service Awards to recognise the amazing work been done in the HSE day services across the country.

In 2024 we delivered in total, 336 workshop offerings through our training and education framework to a total of 3492 Participants.

We facilitated the National Conference in December 2025 which focused on the theme of Increasing Influencing and Challenging. It is our annual flagship event, where 300 delegates across 120 organisations attended.



Board Size and Composition

The board is made up of Directors / Trustees drawn from a variety of backgrounds based on their skills sets knowledge, and experience.

A Chairperson along with all director / trustee positions are elected at AGM by the board.

We have 3 sub-committees which include:

- Business and Risk
- Nominations and Remunerations
- Advocacy and Communications

When needed additional special advisors can be designated to serve as appropriate and required.

The board meet 5 times a year with meetings facilitated online and in person.

Sub Committees meet in advance of each board meeting.



Qualifications and Experience

Candidates should ideally have at least three to five years experience in the specified skill area across one of the following areas:

- Fundraising and Business Development
- Marketing and Communications
- Advocacy

Fundraising and Business Development Director

- Candidates will have a minimum of 3 to 5 years experience in fundraising, business development, income generation, or a related strategic role, with a strong track record of delivering against financial and growth targets.
- Demonstrated experience in developing and identifying diverse income streams, including grants, partnerships, corporate sponsorship, and/or earned income opportunities.
- Experience with other organisations or Boards of management where financial & fund development is essential.
- Experience with the development of business proposals.
- Experience of fund Acquisition with Charities.
- Knowledge and understanding of the requirements under the Governance Code for Sport and the Charities Code of Community, Voluntary and Charitable Organisations.



Advocacy Director

- Candidates will have a minimum 3 to 5 years supporting organisations to engage more actively in policy advocacy, public relations, and stakeholder engagement.
- Experience in the development and delivery of advocacy campaigns and programmes that would help to support greater awareness of the work that Active Disability Ireland do.
- Evidence of building and maintaining relationships with key policymakers, government officials, and stakeholders to advance advocacy objectives.
- Have a passion for the attainment of greater access to opportunities for people with disabilities into sport and physical activity.

Marketing and Communications Director

- Candidates to have a minimum 3 to 5 years Communications and marketing experience.
- Experience with the development of Marketing and Communication Plan's and various communication strategies.
- Experience of the development of strategic communication initiatives.
- Experience with other organisations or other Boards or management rolls where marketing and communications was necessary.
- Credibility in and knowledge of the Irish sporting and/or disability sectors.
- Experience of working to align with a Strategic Plan and KPI's.
- Experience of working closely with executive management in relation to the development and implementation of specific communication objectives, strategies and tactics.
- Experience with the development of press releases and other public engagement tools.



Qualifications and Experience

General Duties of a Charity Trustee:

- Comply with the charity's governing document and Sport Ireland's Governance Code for Sport
- Ensure the charity is complying with its charitable purpose for the public benefit.
- Act in the best interest of the charity.
- Act with reasonable care and skill.
- Manage the assets of the charity.
- Input to the strategic direction, contributing with insight, oversight, and experience of strategy formulation in other sectors.

Skills and Experience Required

- **Communication Skills:** be required to engage effectively with a range of stakeholders, including the CEO, Chair, and fellow Board members.
- **Experience with Boards:** Previous experience in a board role, whether in an executive or advisory capacity, would be desirable. The candidate should possess an understanding of governance and the dynamics of effective board functioning.
- **Time Availability:** The candidate must be able to dedicate sufficient time for board meetings and committee meetings.
- **Strategic Thinking:** The successful candidate should demonstrate the ability to work strategically.



Personal Values

Value Living Experience so that we continue to have empathise and respond with intent to the living experience of people with disabilities.

Work collaboratively so that we are **Stronger Together** to help our collective missions and drive future developments.

Lead and challenge so that we can be a catalyst for change to create a fairer society for people with disabilities.

Have a passion for **making a difference** to the lives of people with disabilities and to ensure that we invest our time, energy, expertise, and passion into everything to ensure that we knock it out of the park.

Be creative and open minded, daring in your approach and always **adventurous and bold** ensuring we maintain a willingness to improve.

Love what you do and be **Down to Earth**. We want to make sure that people love working with us. We will be professional but want the journey of inclusions to be fun and exciting.



Further Information

All Director / Trustee positions to the board are voluntary, unpaid, but very rewarding.

The board currently meets every quarter plus at AGM.

The Sub Committees meet every quarter.

Our meetings are held online with in person presence required on two occasions.

The term of office is 3 years with a second and third term (subject to Board approval).

All reasonable expenses incurred during the fulfilment of duty will be reimbursed inline with Active Disability Ireland's Finance and Administration Policy.

We are committed to operating a positive and flexible professional environment and will seek to ensure that we remove any barriers to full engagement on our Board.

Active Disability Ireland is an equal opportunities organisation. Applications would be particularly welcome from persons with disabilities.



Recruitment Process

For expression of interest, please email a high level biography and CV and a note outlining your interest by the Friday 5th of June 2026.

Brenda O'Donnell, CEO
Active Disability Ireland
bodonnell@activedisability.ie

Closing Date: Friday 5th June 2026

For informal queries, please contact:

Brenda O'Donnell (CEO) at **086 021 2312**

Brian O'Callaghan (Chair) on **087 241 9408**

For alternative accessible formats and other information, please contact

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