



Hockey Ireland Board Recruitment

Hockey Ireland is seeking applications for new members for the Board of Directors, with expressions of interests for consideration welcomed up to **17:30 on Monday 24th March 2025**.

Background:

Hockey Ireland is the National Governing Body of hockey across the island of Ireland. It works closely with the four provinces of Connacht, Leinster, Munster and Ulster, along with multiple stakeholders including Sport Ireland, Sport Northern Ireland, Olympic Council of Ireland, EuroHockey and the International Hockey Federation.

The Board:

The Board is responsible for the governance of hockey in Ireland, ensuring the delivery of our Mission, Core Values and Strategy, which is currently being reviewed in consultation with our stakeholders. All Directors are non-executive and act in a voluntary capacity. The Board is supported by a CEO who looks after the executive functions of the organisation.

Available Roles:

Having undertaken a periodic review of the skills and experience of our current Board Directors, we are seeking to further strengthen our Board's diversity and skill set by recruiting Board Directors with experience in one or more of the following areas: High Performance, Safeguarding, Human Resources, Legal, Hockey Sports Administration – specifically grassroots development and competitions.

We seeking expressions of interest for:

- Chairperson
- Board Directors (up to three additional roles)

Role descriptions for the Chairperson and Board Directors can be found on page 3.

Applications from persons that can demonstrate that they have skills that are of strategic long-term value to the Board are also welcome to submit an application, as we will be creating a databank of suitable candidates for future vacancies.

Applicants should be able to demonstrate prior experience on a Board or extensive equivalent strategic experience.

Further information:

- Shortlisting will take place in on 27th March.
- Interviews for the position will be held on in the week commencing 7th April via zoom.
- The Board will consider and approve nominations to go forward to the 2025 AGM in May.



- In adherence with the Governance Code for Sport there is a requirement to have at least 40% female representation on the Board.
- Directors do not receive remuneration for the post but are entitled to reclaim expenses for attending meetings as required and any other reasonable out-of-pocket expenses.

How to apply

If you would like to apply, please send in your CV and application form to anne.mccormack@hockey.ie , explaining your experience, skills and knowledge and what it would bring to the role. Applicants should demonstrate their ability to develop and oversee the implementation of the strategic objectives of the organisation, and their experience in oversight, as opposed to operational, roles.

Applications will close on Monday 24th March 2025.

Term Length:

Applicants must commit to serving a minimum three-year term. A Director can serve a maximum of six years on the Board of Hockey Ireland.

Time Required by successful candidates:

- Attendance of scheduled Board Meetings (6-8 per year). The majority of meetings are held via zoom, with three in person meetings held in the Hockey Ireland Offices.
- Attendance of scheduled committee meetings (approx. 4 times per year)
- On average the requirement would be a commitment of 4-6 hours per month.

Support for successful candidates:

Successful candidates will receive a Board induction and be invited to attend a training.



Chairperson Responsibilities

- Chair all meetings of the Board and the Company in accordance with the Constitution, ensuring that all duties are carried out in the best interests of Hockey Ireland and the organization as a whole.
- Demonstrate strong professional leadership, effective communication, and a sound understanding of corporate governance to effectively manage and chair the Board of Hockey Ireland.
- Dedicate sufficient time and commitment to working with the Board to fulfill its governance and strategic responsibilities.
- Lead the Board in upholding the values of Hockey Ireland, fostering a positive and collaborative culture, and ensuring constructive relationships between all stakeholders, including members, sponsors, Sport Ireland, Sport Northern Ireland, OFI, EuroHockey and FIH.
- Work closely with the Chief Executive Officer (CEO), who reports directly to the Chairperson in accordance with the terms of their contract.
- Oversee the induction, training, and development of all Directors on the Board to ensure they effectively contribute to the governance of Hockey Ireland.
- Collaborate with the Secretary and Chief Executive Officer to develop a structured and timed agenda that facilitates focused discussions.
- Ensure that board meetings are conducted in an orderly and efficient manner, keeping discussions on track and ensuring meaningful progress.
- Guide board discussions to facilitate well-informed decision-making. When necessary, decisions may be deferred to future meetings to allow for further deliberation.
- Ensure that the Board receives accurate, timely, and relevant information to support decision-making and shall oversee the implementation of board decisions by the appropriate individuals.
- Serve as a Director of the Board and comply with all relevant company law requirements, completing necessary documentation and attending board meetings as required.
- Ensure that Hockey Ireland operates in compliance with all applicable laws and regulations, including company law, employment law, and equal opportunity policies, while promoting best practices across all activities, as well as the Governance Code for Sport.
- Ensure that the Board works effectively with its sub-committees, maintaining clear lines of communication and providing regular reports to the Board.
- Ensure that key governance matters, including the organisation's strategy, financial management, and risk assessment, are regularly reviewed and addressed by the Board.
- Oversee an annual effectiveness review of the Board to assess and enhance its performance.
- Undertake any additional responsibilities as required, under the direction of the Board of Directors.



Board Director Responsibilities:

- Monitor the Chief Executive Officer in relation to those tasks and duties delegated to them.
- Monitor the operational performance of the organisation, and legal and regulatory compliance.
- Attend scheduled board meetings, usually 6-8 per year, and General Meetings; as well as other ad hoc meetings and to sit on any Board Committees that may be required and agreed.
- Contribute to the development, approval and monitoring of Hockey Ireland's strategic plan, its business plan, financial plan and annual plans.
- Support the Chair in the provision of leadership and direction in order to achieve the objects of Hockey Ireland.
- Participate in the development and monitoring of Hockey Ireland's risk register.
- Contribute to policy formulation, the management of financial resources, staff resourcing and stakeholder management.
- Attend Hockey Ireland events when required.
- Represent and champion the interests of Hockey Ireland in the hockey and wider communities.
- Ensure the statutory responsibilities applicable to company directors under the terms of the Companies Act are discharged.
- Ensure the Board operates in accordance with accepted best practice in respect of Governance Code for Sport.
- Offer advice and guidance, in a consultative capacity, to the Chair, Directors and executive staff, as required.
- Ensure the organisation is run in an open, equitable and transparent way in the interests of its members and the game as a whole.

Essential

- A good working knowledge of the principles of good corporate governance and board responsibilities.
- Evidence of experience operating at a strategic level and the ability to work well in a team.