

**Organisation:** Volleyball Ireland

**Role title:** Chief Executive Officer

**Role at a glance**

<b>Organisation</b>	Volleyball Ireland (VLY), the National Governing Body for volleyball in Ireland
<b>Role</b>	Chief Executive Officer
<b>Status</b>	Permanent, part-time (0.6 FTE)
<b>Working hours</b>	21 hours per week
<b>Location</b>	Place of work: Volleyball Ireland Office, Unit 1, Sport Ireland HQ2, Sport Ireland Campus, Snugborough Road, Blanchardstown, Dublin 15. Hybrid working pattern: a mix of office-based and home working days, with the Sport Ireland Campus serving as the primary office location, alongside attendance at selected events, stakeholder meetings, and occasional national and international travel.
<b>Reporting</b>	Reports to the VLY Board with the President / Chair as the main reporting interface.
<b>Salary range</b>	€42,000 - €48,000 (0.6FTE). Full benefits package will be discussed during the interview process.
<b>Closing date</b>	23 <sup>rd</sup> June 2026.
<b>Application process</b>	A CV (maximum two pages) and a one-page cover letter demonstrating how your experience aligns with the requirements of the role should be emailed to <a href="mailto:adrian.mccarthy@broadgatesearch.com">adrian.mccarthy@broadgatesearch.com</a> .

**About Volleyball Ireland**

Volleyball Ireland is the National Governing Body for volleyball in Ireland. Its purpose is to promote, develop and govern the sport. It supports clubs, schools, competitions, national teams, beach volleyball, volunteers, coaches, referees and the wider volleyball community.

The organisation has experienced significant growth in recent years. The next phase requires a CEO who can build on that progress, further strengthen the operating model, deepen key stakeholder relationships,

enhance financial sustainability and commercial development, and lead the next strategic planning cycle in a measured and realistic way.

Volleyball Ireland works closely with Sport Ireland, Local Sports Partnerships, CEV, FIVB and the wider volleyball community. The role requires credibility with national and international stakeholders, together with an appreciation of the volunteer-led nature of much of the sport.

### **Context for the appointment**

Volleyball Ireland is entering a new phase of development and is seeking a Chief Executive Officer to provide strategic leadership, strengthen key stakeholder relationships, support organisational sustainability and lead the delivery of its strategic priorities.

The role forms part of a wider organisational structure and will be supported by operational and finance resources.

As the organisation continues to evolve, the successful candidate will play an important role in helping to shape the future operating model alongside the Board.

The CEO will be expected to provide strategic leadership, governance oversight, financial stewardship, commercial focus, people leadership and clear organisational prioritisation.

The role requires the ability to lead effectively within a small, growing and resource-conscious sports organisation, where staff, volunteers, Board members, clubs, commissions, funders, sponsors and international partners all play an important role in the organisation's success.

### **Role purpose**

The CEO will lead Volleyball Ireland through its next phase of development by ensuring the organisation has clear priorities, strong stakeholder relationships, effective governance and financial oversight, and a practical operating model that supports a 0.6 FTE Chief Executive structure.

- Deliver Board-approved strategic priorities and prepare for the next strategic planning cycle.
- Strengthen relationships with Sport Ireland, CEV, FIVB, clubs, commissions, volunteers, sponsors, partners and relevant public bodies.
- Support the development of a sustainable operating model.
- Develop realistic commercial, sponsorship and partnership opportunities.
- Ensure effective governance, financial stewardship, safeguarding oversight, risk management and Board reporting.
- Lead, support and develop the staff team and key operational leads to deliver organisational objectives.

## **First 12-month priorities**

The following priorities should be treated as the likely first-year framework. Final objectives will be agreed with the Board following appointment and should reflect the part-time nature of the role.

### **1. Leadership, Transition and Strategic Direction**

- Complete a structured listening and transition phase with staff, Board members, commissions, clubs, Sport Ireland and key partners.
- Deliver agreed operational priorities aligned with the current strategy, supported by transparent quarterly reporting to the Board.
- Prepare the process, timetable and consultation approach for the next Volleyball Ireland strategy, translating ambition into deliverable priorities.

### **2. Financial Oversight, Commercial Foundations and Early Growth**

- Work with the finance function and Audit and Risk Committee to strengthen budgeting, forecasting, cash flow oversight, grant management, spending controls and financial reporting.
- Audit and document revenue streams and cost bases, creating a practical commercial baseline for Board discussion.
- Develop a sponsorship and partnership asset portfolio and pursue realistic first-year commercial opportunities.
- Support the delivery of attainable early financial improvements, such as organic revenue growth, cost efficiencies and renewed grant confidence, subject to Board-approved targets.

### **3. Events, Competitions and Technical Foundations**

- Ensure that priority Volleyball Ireland-hosted events are delivered to appropriate operational, athlete, stakeholder and financial standards.
- Support the team in reviewing event delivery models in a timely manner so that quality, cost control and staff capacity are appropriately balanced.
- Work with relevant technical and performance leads to clarify roles, expectations and reporting arrangements.

### **4. Brand Visibility, Communications and Reputation**

- Further develop the consistency and professionalism of Volleyball Ireland's messaging, branding and stakeholder communications.
- Position Volleyball Ireland as a well-governed, inclusive and ambitious organisation that is realistic about its resources and priorities.
- Act as an effective senior spokesperson where appropriate, while ensuring communications remain aligned with Board-approved priorities.

### **5. Stakeholder Confidence and Relationship Building**

- Maintain positive and regular engagement with Sport Ireland, supporting continued confidence in Volleyball Ireland's governance, delivery and financial management.

- Build effective relationships with other Irish National Governing Bodies (NGBs) and strengthen links with the CEV and FIVB.
- Engage constructively with clubs, volunteers, commissions and members through planned and meaningful consultation and engagement.

## **6. Organisational Structure, Governance and Compliance**

- Review organisational structures, roles and reporting lines, identifying priority improvements for 2026/2027.
- Maintain strong governance, compliance and reporting standards, including relevant NGB, safeguarding, welfare, anti-doping, CEV/FIVB and constitutional requirements.
- Clarify working relationships between the CEO, operational lead, finance resource, Performance Director, staff team and relevant commissions.

### **Key responsibilities**

#### **Strategy and Organisational Leadership**

- Lead the delivery of Board-approved strategic priorities.
- Prepare and lead the next Volleyball Ireland strategic planning process.
- Translate strategy into annual objectives, budgets and measurable priorities.
- Report clearly to the Board on progress, risks, decisions required and resource constraints.
- Keep the organisation focused on a manageable number of priorities.

#### **Governance, Risk and Compliance**

- Support the Board in maintaining appropriate governance standards and a constructive Board-CEO relationship.
- Ensure Board and committee reporting is timely, clear and decision-focused.
- Work with the Board's Audit and Risk Committee on financial controls, risk management, audit actions and compliance.
- Ensure appropriate oversight of safeguarding, welfare, anti-doping and other statutory or regulatory obligations.
- Support the effective operation of relevant Board committees and Volleyball Ireland commissions, while ensuring that executive decision-making responsibilities remain clear.

#### **Financial Management**

- Oversee financial planning, budgeting and management reporting in partnership with the finance function and relevant Board committee.
- Ensure grant funding, restricted funds and project budgets are managed appropriately.
- Support timely financial decision-making and the escalation of financial risks where necessary.
- Help develop a more sustainable financial model for the organisation.
- Promote financial awareness and value-focused decision-making across the staff team.

#### **Stakeholder Management**

- Build effective relationships with Sport Ireland, CEV, FIVB, clubs, commissions, volunteers, sponsors, partners and relevant public bodies.
- Represent Volleyball Ireland effectively in national and international settings.
- Ensure member and volunteer engagement is structured, respectful and meaningful.
- Maintain trust within the volleyball community through clear communication and realistic commitments.
- Use stakeholder relationships to identify opportunities for funding, coaching development, referee development, events and organisational growth.

### **Commercial and Partnership Development**

- Develop a practical commercial and partnership plan.
- Identify and pursue sponsorship and partnership opportunities that align with Volleyball Ireland's values and organisational capacity.
- Support event-related income opportunities where appropriate.
- Build a pipeline of relationships rather than relying on isolated sponsorship approaches.
- Ensure commercial activity is consistent with governance, reputation, safeguarding and organisational capacity.

### **Staff Leadership and Operating Rhythm**

- Set clear objectives for direct reports and key operational leads.
- Agree and implement management routines that support a part-time Chief Executive structure.
- Support staff development and performance management.
- Ensure staff, volunteers and commissions understand decision-making processes and responsibilities.
- Promote a culture that is collaborative, respectful, accountable and focused on delivery.

### **Communications and Representation**

- Act as a senior spokesperson for Volleyball Ireland where appropriate.
- Ensure public communications are accurate, professional and aligned with Board-approved strategy.
- Support the organisation's profile with members, partners, media and funders.
- Improve consistency of messaging across events, digital platforms, national teams and major competitions.

### **Candidate Profile**

#### **Essential Experience and Evidence**

- Senior leadership or senior management experience in a small or medium-sized organisation, sporting body, not-for-profit, membership organisation, public interest organisation, commercial organisation or a similar environment.
- Experience managing people, priorities and resources within environments where capacity and resources are limited.

- Evidence of building and maintaining senior stakeholder relationships, preferably including funders, public bodies, partners, sponsors or representative organisations.
- Financial literacy, including experience with budgets, management information, financial controls and performance reporting.
- Experience delivering projects, programmes or organisational change.
- A good understanding of governance, Board reporting, organisational accountability, and the distinction between executive management and non-executive oversight.
- Ability to represent an organisation effectively with funders, partners, members and public bodies.
- A practical understanding of how to balance ambition with available resources.
- Evidence of commitment to sport, community development, public interest work or a similarly mission-led environment.
- Media, public speaking or public representative experience.
- Strategy development or strategic planning experience.
- Experience improving digital, operational, reporting or CRM systems, together with a general awareness of how emerging technologies, including AI, may support organisational effectiveness.

### **Desirable Experience**

- Experience within an Irish National Governing Body, sports organisation or comparable membership organisation.
- Experience working with volunteers, clubs, commissions, committees or membership structures.
- Sponsorship, fundraising, partnership, event income or grant-related experience.
- Experience working with Sport Ireland, international federations, public funding bodies or similar stakeholders.

### **Personal Attributes**

- Calm, professional and focused on achieving outcomes.
- Collaborative, with the ability to make decisions and provide clear leadership.
- Practical, organised and comfortable working with incomplete information.
- Comfortable working closely with, and being accountable to, a committed Board of Directors.
- Financially astute and attentive to affordability, financial controls and sustainability.
- Respectful and effective in working with volunteers, staff and community stakeholders.
- Adaptable and comfortable operating in an environment where priorities may evolve.
- Motivated by the opportunity to contribute to sport, community development and organisational impact.
- Able to work effectively within the scope and priorities of a 0.6 FTE leadership role.

### **Working Pattern and Availability**

The role is 0.6 FTE, and the working pattern will be agreed between the CEO and the Board. While flexibility is available, the role requires a regular and visible presence across the organisation and its key activities.

- Availability across the week, rather than working within a fixed three-day pattern.
- Regular in-person engagement with staff at the Volleyball Ireland office on the Sport Ireland Campus.

- Attendance at agreed Board and committee meetings, both online and in person.
- Attendance at selected Volleyball Ireland events, including some taking place during evenings and weekends.
- Flexibility during peak periods, balanced by flexibility or time off in lieu during quieter periods, in line with contractual and working time requirements.
- Occasional national and international travel in connection with Sport Ireland, CEV, FIVB, SCA and other relevant stakeholders.

**Note:** Candidates who currently hold, or intend to hold, another part-time role should disclose this during the recruitment process. This will not automatically exclude a candidate, provided the Board is satisfied that availability, potential conflicts of interest and the requirements of both roles can be managed appropriately.

### **Organisation Structure and Operating Model**

The current structure includes roles across performance, development, operations, finance and administration, competitions and events, anti-doping, high-performance support, development and coaching.

The proposed 2026/2027 operating model includes a part-time CEO supported by enhanced operational and finance capacity, enabling a clear focus on strategic leadership, governance, stakeholder engagement and organisational development.

### **Performance Objectives and Appraisal**

The CEO's specific objectives will be agreed with the Board shortly after appointment and reviewed at least quarterly. The likely objective areas include:

- Leadership, transition and strategic leadership.
- Financial oversight, commercial development and sustainable growth.
- Events delivery and technical foundations.
- Brand visibility, media and reputation.
- Stakeholder confidence and relationship building.
- Organisational structure, governance and compliance.

Any performance-related bonus arrangement will be determined by the Board and, where applicable, linked to agreed, measurable and affordable objectives.

### **Application & Selection Process**

To apply, please send:

- A CV of no more than two pages, including a link to your LinkedIn profile (where available).
- A covering letter of no more than one page outlining your interest in the role and how your experience aligns with the role priorities.

Applications should be sent to: [adrian.mccarthy@broadgatesearch.com](mailto:adrian.mccarthy@broadgatesearch.com)

**Closing Date:** 23 June 2026.

The selection process will be structured and evidence-based. Candidates will be assessed against agreed competencies, including leadership, stakeholder management, financial literacy, governance, delivery track record, commercial judgement and alignment with the requirements of the role.

Candidates progressing to shortlist interview stage will be asked to provide a concise written response outlining evidence of their experience and track record against the agreed competencies.

Following an initial review of applications, shortlisted candidates will be invited to competency-based interviews with Broadgate Search. Candidates who progress through this stage will then be invited to interview with Volleyball Ireland Board representatives.

Volleyball Ireland is committed to a fair, transparent and objective recruitment process.

Further information: <https://www.volleyballireland.com/>

### Current Organisation Structure

