

Athletics Ireland

Disability in Sport Lead

Job Description

Athletics Ireland is the National Governing Body for Athletics in Ireland. Our Head Office is located at 19 Northwood Court, Northwood Business Campus, Santry, Dublin 9. Athletics Ireland is a company limited by guarantee employing approximately 45 full-time and 120 part-time staff. Further information is available at www.athleticsireland.ie.

Role Overview

The Disability in Sport Lead is a newly created position responsible for developing, driving and delivering opportunities for people with disabilities to participate in athletics and physical activity. The postholder will create sustainable athletics pathways, build strategic partnerships, and foster an inclusive club culture for athletes, coaches and volunteers.

A core focus of the role is the development of new and existing partnerships, particularly with disability National Governing Bodies (including Vision Sport Ireland, Deaf Sport Ireland, Special Olympics Ireland and IWA Sport), Active Disability Ireland, Paralympics Ireland and Local Sports Partnerships, to increase and sustain participation opportunities.

The role will also support the integration of Para-Athletics within Athletics Ireland and engage with disability representative organisations to grow the number of athletes with disabilities in athletics clubs.

This position is funded by Sport Ireland and is offered on an initial fixed-term contract of two years (including a six-month probationary period). The post reports to the Director of Participation and includes line management responsibility for the Athletics Ireland Sport Inclusion and Disability Officer (SIDO). Flexibility regarding evening and weekend work is required.

Key Responsibilities

- Develop and implement a strategy for the development of athletics for people with disabilities, spanning participation through to performance.
- Build and strengthen partnerships with disability NGBs, Local Sports Partnerships, Active Disability Ireland, Paralympics Ireland and other relevant stakeholders.
- Work with the SIDO and Regional Development Officers to strategically develop and enhance programmes that increase opportunities for people with disabilities at all levels of athletics.
- Support clubs to increase participation and representation of people with disabilities within club environments.
- Collaborate with clubs and coaches to create appropriate opportunities for people with disabilities to thrive in athletics.
- Ensure new athletes are signposted to suitable clubs and receive appropriate support in the early stages of their athletics journey.
- Engage with clubs, coaches and relevant staff to establish inclusive training and competition environments across the organisation.
- Act as the primary point of contact for para-athletics enquiries.
- Work collaboratively with the Athletics Ireland Performance Team and disability representative organisations to support identified athletes in accessing relevant pathway and high-performance programmes.
- Support para-athletics talent pathway activity and the identification of new para-athletes through effective stakeholder collaboration.

- Support the SIDO and Active Disability Ireland in progressing towards Silver Level accreditation under the Xcessible programme.
- Work with the Director of Participation to identify funding streams and opportunities to further develop the programme.

This job description is not exhaustive. The postholder may be required to undertake other duties appropriate to the role and the needs of the organisation as directed by Athletics Ireland.

Qualifications and Experience

Essential

- A third-level degree in sports development, leisure management, adapted physical activity, community development, health promotion or a related discipline.
- A minimum of 2–3 years' experience in sports development, community development, adapted physical activity or a comparable field.
- Demonstrable experience and understanding of disability inclusion in sport, including awareness of barriers faced by people with disabilities and relevant programmes and initiatives.
- Strong track record of building and maintaining effective partnerships with a range of stakeholders.
- Understanding and practical experience of working with people with disabilities.
- Excellent interpersonal skills with the ability to engage clubs, communities and individuals in the planning, delivery and evaluation of programmes.
- Proven experience in planning, budgeting, monitoring, evaluating and reporting on sports participation initiatives.
- Excellent oral and written communication, administration, organisational and presentation skills.
- Full proficiency in Microsoft Office.
- Full clean driving licence and access to personal transport for work purposes.
- Flexibility to work evenings and weekends as required.

Desirable

- Experience of working in a similar role involving project management, programme design and delivery of sport and physical activity initiatives.
- Awareness of different models of disability and current issues affecting participation in sport and physical activity by people with disabilities.

Remuneration and Conditions

- **Salary:** Athletics Ireland Band 2 (€36,277 – €49,080 per annum), commensurate with qualifications and experience.
- **Contract:** Initial two-year fixed-term contract, including a six-month probationary period.
- **Location:** Athletics Ireland Head Office, 19 Northwood Court, Santry, Dublin 9. Occasional remote working may be facilitated by agreement with the Line Manager.
- **Hours:** Monday to Friday, 9.00am – 5.30pm (37.5 hours per week). Evening and weekend work will be required on occasion; a Time Off in Lieu (TOIL) system applies.
- Appointment is subject to satisfactory Garda Vetting and reference checks.

Benefits

- Paid maternity and paternity leave
- Family-friendly policies
- Sick pay scheme

- Education assistance
- Employee Assistance Programme
- Bike to Work scheme

How to Apply

Applications should be submitted by email with the subject line **[ATTN: DSLO]** no later than **5.00pm on Friday, 28th of August 2026**.

Please include:

1. A letter of introduction outlining your relevant skills and experience.
2. A full Curriculum Vitae.

Applications should be sent to the Head of Safeguarding and Human Resources, Kieron Stout, by email to kieronstout@athleticsireland.ie

Selection will be by means of a competitive interview process conducted by Athletics Ireland.