

Managing Director, Campus Operations, Sport Ireland Facilities DAC

Principal Officer Grade

The Managing Director, Campus Operations reporting to Chief Campus Leadership Officer (CEO in absence) is the senior executive lead for Sport Ireland Facilities DAC and is accountable, through the Chief Campus Leadership Officer and agreed governance arrangements, for the safe, reliable, compliant and commercially disciplined operation of the Sport Ireland Campus.

The role leads the operating company and ensures that campus facilities, services, estates, events, tenancies and customer operations support the delivery of Sport Ireland strategy, the National Sports Policy, the Sports Action Plan and the continued development of the Campus as the national home of Irish sport.

Job Purpose

The remit includes the National Aquatic Centre, National Indoor Arena, Irish Sport HQ, National Governing Body tenancy and occupancy arrangements, multi-sport facilities, athlete accommodation and other facilities operated by, or serviced through, Sport Ireland Facilities DAC. As the Campus develops, further on-site facilities may be assigned to this remit, including the Velodrome and Cricket Stadium, subject to agreed operating, commissioning and governance arrangements.

The post holder will translate strategic, policy and Board priorities into clear service standards, integrated operating plans, strong people leadership, robust financial management, public sector compliance, customer confidence and evidence-based assurance.

Key Duties and Responsibilities

Strategic and Subsidiary Leadership

- Lead Sport Ireland Facilities DAC as the accountable executive for day-to-day campus operations, ensuring that services are aligned with Sport Ireland strategy, the National Sports Policy, the Campus Masterplan, and Board, CCLO and CEO direction.
- Develop and deliver the annual business plan for campus operations, including service priorities, performance measures, resource plans, risk controls, financial targets and improvement actions.
- Operate within a clear SLA, Owner's Requirements or equivalent service framework with Sport Ireland, with defined decision rights, performance indicators, data definitions, escalation routes and assurance reporting.
- Ensure that the subsidiary operates as an integrated part of the Sport Ireland group, maintaining strong working relationships with the Sport Ireland Executive, central functions and the Sport Ireland Facilities DAC Board.
- Represent campus operations with authority and credibility to internal and external stakeholders, including Government, public bodies, National Governing Bodies, tenants, event owners, insurers, regulators and commercial partners.

Campus Operations and Event Readiness

- Lead safe, consistent and high-quality seven-day operations across all facilities in remit, ensuring strong standards of presentation, reliability, customer care, access, safeguarding and service recovery.
- Own the integrated campus operating schedule, balancing high-performance usage, National Governing Body requirements, public access, schools and community programming, major events, maintenance windows and statutory testing requirements.
- Maintain a campus readiness model for major events and peak operating periods, including readiness checklists, staffing plans, overlays, emergency arrangements, reinstatement sign-off and lessons learned.
- Ensure that operational decisions protect safety, service continuity, statutory compliance and the reputation of Sport Ireland and the Campus.

Safety, Risk, Safeguarding and Compliance

- Provide senior operational leadership for health and safety, fire safety, life-safety systems, pool plant, water quality, crowd management, events, emergency response and business continuity across the facilities in remit.
- Ensure that risk assessments, the Safety Statement, statutory compliance calendar, inspection records, testing logs and incident management processes are maintained, evidenced and reviewed through appropriate governance channels.
- Maintain a single operations risk register with clear thresholds, owners, controls, escalation routes and evidence of action closure.
- Ensure compliance with relevant legislation, regulation and policy, including health and safety, child safeguarding, vetting, accessibility, data protection, procurement, company governance, insurance requirements and approved Sport Ireland policies.
- Lead a strong incident reporting, investigation and learning culture, ensuring that corrective actions are proportionate, tracked and closed within agreed timelines.

People, Culture and Capability

- Build and lead a high-performing, values-led campus operations leadership team, with clear accountability, strong delegation, effective performance management and consistent standards across all operating areas.
- Develop workforce plans, rosters, succession plans, training matrices and competency frameworks that support a complex seven-day, safety-critical operation.
- Promote a culture of inclusion, psychological safety, safeguarding, customer focus, collaboration, continuous improvement and respect for public service values.
- Lead employee relations and industrial relations matters constructively, working closely with Sport Ireland HR and ensuring issues are addressed early, fairly and in line with approved policy.

- Ensure mandatory training, role-specific certification, safeguarding requirements, health and safety training and continuous professional development are current, recorded and auditable.

Customer, Community, Tenants and Stakeholders

- Deliver excellent outcomes for high-performance athletes, National Governing Bodies, tenants, schools, clubs, community users, families, members, event participants and the wider public.
- Maintain structured engagement with NGBs, tenant organisations, Sport Ireland Institute, event owners, local authorities, emergency services, accessibility stakeholders and relevant community partners.
- Ensure that tenancy, licence and occupancy arrangements are supported by clear operational standards, service expectations, access protocols, communications channels and escalation processes.
- Embed equitable access, universal design principles and inclusive customer journeys across facility operations, programming, events, signage and service recovery.
- Use customer insight, complaints data, stakeholder feedback and service reviews to improve operations and build confidence in the Campus as a national asset.

Commercial, Financial and Procurement Stewardship

- Deliver the approved income, expenditure and cash management plans for campus operations, ensuring value for money, transparent reporting and timely forecasts.
- Optimise utilisation and yield across facilities, events, memberships, facility hire, camps, programmes, retail, catering and ancillary income, while protecting safety, access, public value and strategic priorities.
- Operate within public sector financial, procurement and governance requirements, ensuring that commercial decisions, concessions, discounts, purchasing and contract management are transparent, authorised and auditable.
- Manage supplier and contractor performance through clear service levels, KPIs, remedies, review meetings and evidence-based reporting.
- Work closely with Sport Ireland Finance and Procurement to plan requirements early, manage risk, improve forecast accuracy and ensure that procurement supports operational continuity and compliance.

Estates, Asset Management and Digital Systems

- Lead day-to-day estates and facilities management across the operational remit, ensuring that the Campus is safe, accessible, well maintained, reliable and presented to an appropriate national standard.

- Maintain accurate asset registers, statutory logs, maintenance records, work orders and inspection evidence through approved systems, including CAFM and BMS where applicable.
- Protect statutory testing and planned maintenance windows within the integrated operating schedule and reduce avoidable reactive maintenance through effective asset planning, condition information and supplier accountability.
- Ensure that critical operational systems, including BMS, access control, CCTV, ticketing, membership platforms, customer systems and relevant digital tools, are reliable, secure and appropriately governed.
- Contribute to campus lifecycle planning, capital prioritisation, commissioning readiness and asset handover by providing operational evidence, user insight and risk-based recommendations.

Sustainability and Accessibility

- Lead operational delivery of sustainability objectives across the facilities in remit, including energy, water, waste, biodiversity, active travel, sustainable events and responsible resource use.
- Use operational data to reduce energy and water intensity, improve waste diversion, support carbon reduction and promote the Campus as a showcase for sustainability in the sport sector.
- Ensure that accessibility, inclusion and universal design considerations are embedded in operating procedures, customer communications, event planning, service reviews and facility improvement plans.

Growth, Commissioning and Future Facilities

- Support the operational integration of future Campus facilities, including the Velodrome, Cricket Stadium and any other assigned facilities, through clear commissioning, handover, trial operation and readiness processes.
- Develop operating models, staffing plans, maintenance regimes, customer journeys, risk assessments, revenue assumptions and service standards for new facilities before they move into live operation.
- Work closely with the CCLO, Campus Development, Finance, Procurement, Legal and external project teams to ensure that operational readiness, lifecycle costs, compliance obligations and service implications are visible before key decisions are made.

Governance, Reporting and Assurance

- Fulfil agreed reporting requirements to the CCLO, Sport Ireland Facilities DAC Board, Sport Ireland Executive and relevant committees, providing clear, accurate and timely updates on operational performance, risk, finance, compliance, people and stakeholder matters.

- Maintain audit-ready records, decisions, approvals and assurance evidence, supporting internal audit, external audit, insurer surveys, health and safety reviews and any other governance reviews.
- Develop a campus operations dashboard with agreed KPIs, data definitions, baselines and targets, using evidence to drive decisions, prioritisation and continuous improvement.
- Ensure that lessons learned from incidents, complaints, events, audits, maintenance failures and stakeholder feedback are captured and translated into practical improvements.

Decision Rights and Interfaces

- The Managing Director is accountable and responsible for day-to-day campus operations within the approved strategy, budget, policies, delegations and SLA or equivalent service framework.
- The role has authority to lead operational schedules, staffing deployment, customer service standards, event readiness, service recovery, supplier performance management, local operational risk controls and delivery of the approved business plan.
- Strategic capital decisions, major changes to approved budgets, reserved matters, company governance decisions and material changes to the operating model will be escalated through the CCLO, CEO, Sport Ireland Facilities DAC Board and Sport Ireland governance arrangements as appropriate.
- The MD will consult with Sport Ireland Finance, HR, Procurement, Legal, Risk and Governance on matters within their functional remit and will work closely with the CCLO and Campus Development leadership on campus standards, asset stewardship, commissioning, future facilities and cross-campus priorities.
- Any formal appointment as a company director is separate from the job title and is subject to the relevant company, Board and shareholder approvals.

This is not an exhaustive list, and the role will include any duties required by Sport Ireland from time to time which are appropriate for the position and the needs of the organisation.

Person Specification

This is a senior leadership role in a complex seven-day public-facing operation. The post holder will be required to work flexibly, including occasional evenings, weekends and out-of-hours attendance for major events, incidents, emergency planning, operational readiness or stakeholder requirements.

The role operates within Sport Ireland group governance, the Code of Practice for the Governance of State Bodies, approved delegations, public sector procurement requirements, Sport Ireland policies and any company governance arrangements applying to Sport Ireland Facilities DAC.

The post holder will be expected to demonstrate high standards of integrity, accountability, judgement, public service values and commitment to safe, inclusive, sustainable and high-performing sport facilities.

The post-holder will have:

- Significant senior leadership experience in a complex, safety-critical, multi-venue or large campus operation, such as sport, leisure, aquatics, events, public infrastructure, higher education, hospitality, visitor attractions or an analogous environment.
- Proven experience of leading through managers in a seven-day operating environment, with responsibility for service quality, workforce planning, rosters, training, customer outcomes and operational continuity.
- Strong record of safety, risk, statutory compliance, safeguarding, incident management, emergency planning and audit-ready assurance in a public-facing environment.
- Demonstrable financial stewardship, including budget delivery, forecasting, commercial performance, income generation, cost control, cash controls and value for money.
- Practical understanding of public sector governance, procurement, contract management, compliance, reporting and decision making.
- Experience managing estates, facilities, asset maintenance, supplier performance and critical building or operational systems.
- Strong stakeholder management skills, with the ability to work credibly with Government, public bodies, Boards, senior executives, National Governing Bodies, tenants, community users, event owners and commercial partners.
- Relevant third-level qualification in business, operations, facilities management, sports management, engineering, health and safety, public administration or a related discipline, or equivalent senior professional experience.
- Commitment to continuous professional development and to the values, governance standards and public service responsibilities of Sport Ireland.

Desirable Skills, Qualifications and Experience

- The post-holder will be academically strong with a relevant Third Level qualification. A post-graduate qualification in a relevant field would be a significant advantage.
- Experience in a national sports campus, high-performance sport, aquatic facility, major venue, public leisure estate, events campus or comparable mixed-use public facility.

- Experience operating within an SLA, Owner's Requirements, service contract or performance-based assurance model.
- Experience preparing new facilities for live operation, including commissioning, handover, operational trials, customer readiness, maintenance regimes and service mobilisation.
- Experience using CAFM, BMS, ticketing, membership, customer experience, data visualisation or other digital systems to drive operational performance and assurance.
- Relevant professional accreditation or training in facilities management, health and safety, project management, operations leadership, sustainability, safeguarding or public sector governance.

Additional Information

Contract: Full-time, Permanent Contract.

Salary Scale: PO Standard Scale. The appointment will be made on this scale at a point in line with current Government Pay Policy. New entrants to the public sector commence on the first point of scale.

Location: Sport Ireland, The Courtyard, Sport Ireland Campus, Snugborough Road, Blanchardstown, Dublin 15, D15 PN0N

If you would like to apply for this position, please apply via this link - [Current Sport Ireland Opportunity – Managing Director Campus Operations SIFDAC – Orange Recruitment](#)

Closing date for applications is Monday 31st August 2026, 5pm.

Sport Ireland is committed to fostering an inclusive workplace which values and benefits from the diversity of the workforce. Sport Ireland is an equal opportunity employer of all qualified individuals. We actively welcome applications from people from all backgrounds and do not discriminate based on any protected groups. If you require reasonable accommodation for the interview, please let us know and we will do our best to assist.

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