Director of Sustainability & Climate Action

Assistant Principal Officer

Reporting day-to-day to the Director of Governance, Risk, Compliance and Strategy (or equivalent), the Director of Sustainability at Sport Ireland will play a key role in leading sustainability initiatives at Sport Ireland, including across the Sport Ireland Campus. This leadership position requires a visionary professional to drive implementation to drive the implementation of sustainability strategies, embed sustainable practices across the organisation, and deliver tangible outcomes.

Job Purpose

The Director of Sustainability is tasked with providing strategic leadership and guidance to integrate sustainable practices within Sport Ireland and the wider sports community. The Director of Sustainability will also be tasked with improving awareness and promoting solutions to enhance the environmental and sustainability performance of funded sporting bodies. This role aims to align organisational values with sustainability principles, ensuring a positive impact on the environment, society, and the overall legacy of sports in Ireland.

Key Duties and Responsibilities

- Lead the development, implementation and regular review of Sport Ireland's sustainability strategy, Climate Action plans and associated delivery roadmap, ensuring alignment with organisational strategy and relevant public-sector climate and sustainability requirements.
- Lead the review, implementation and ongoing monitoring of Sport Ireland's Climate Action Roadmap, coordinating actions, owners, milestones, risks and dependencies across the organisation.
- Collaborate with internal teams, and provide guidance, advice and support on sustainability strategy, priorities, risks, opportunities, investment choices and organisational performance.
- Embed sustainability into corporate planning, policy development, governance, risk management, procurement, capital planning, grants, programme design and operational decision-making.
- Work closely with colleagues responsible for the Sport Ireland Campus, estates and facilities to identify, prioritise and progress initiatives relating to energy efficiency, decarbonisation, renewable energy, sustainable buildings, climate adaptation, transport, water, waste and resource use.
- Develop and oversee Sport Ireland's approach to biodiversity and nature, including the protection and enhancement of habitats across the Sport Ireland Campus and the integration of biodiversity considerations into relevant projects and operations.
- Establish proportionate baselines, targets and key performance indicators; maintain robust systems for data collection, quality assurance, analysis and reporting; and use insights to drive continuous improvement.
- Coordinate sustainability-related reporting and submissions, ensuring that information is accurate, timely, evidence-based and suitable for internal governance, statutory, public-sector and other relevant reporting requirements.

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- Track developments in legislation, government policy, standards, guidance, funding and good practice, assessing their implications for Sport Ireland and the wider sport sector.
- Develop practical frameworks, guidance, tools and supports to support sustainability capability across National Governing Bodies of Sport, Local Sports Partnerships and other sport sector partners.
- Build productive relationships with government departments, public bodies, sporting organisations, campus partners, sppliers, and other stakeholders to advance shared sustainability objectives and identify opportunities for collaboration.
- Lead communication, engagement, learning and behaviour-change initiatives that build ownership of sustainability across Sport Ireland and encourage staff and stakeholders to contribute to delivery.
- Champion innovation and evaluate emerging technologies, delivery models and funding opportunities, ensuring that proposed solutions are feasible, value-focused and appropriate to Sport Ireland's needs.
- Provide sustainability input and assurance for relevant projects, business cases, procurements and contracts, and support the development of clear environmental requirements and performance expectations.
- Manage allocated budgets, external advisers, suppliers and projects effectively, ensuring strong governance, value for money, quality delivery and appropriate risk management.
- Lead, manage and develop staff assigned to the sustainability function, setting clear objectives and fostering a collaborative, accountable and high-performing approach.
- Represent Sport Ireland at relevant networks, committees, working groups and events, and undertake any other duties appropriate to the grade that may be assigned from time to time.

Other Responsibilities
The above 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:
The ideal candidate for the role of Director of Sustainability should possess a relevant degree and a minimum of 5 years' experience in a senior role focused on sustainability, corporate responsibility, or environmental management. Proven experience in developing and implementing sustainability strategies, along with a deep understanding of sustainable practices within the sport sector, is an advantage. Excellent communication and stakeholder management skills, combined with a collaborative and proactive approach, are crucial. The candidate should demonstrate a commitment to continuous learning, staying abreast of sustainability trends, and a passion for driving positive change.

Essential Requirements

- A relevant third-level qualification at Level 8 on the National Framework of Qualifications, or equivalent, in sustainability, environmental science, climate action, engineering, energy, planning, the built environment, or a related discipline.

- Strong experience in several of the following areas: sustainability, climate action, environmental management, energy management, sustainable estates management, or sustainable infrastructure.
- Strong understanding of Irish public sector climate action responsibilities, environmental legislation and regulatory frameworks.
- Strong knowledge of sustainability and climate-action policy and practice, including several of the following: carbon and energy management, sustainable buildings and estates, transport, resource efficiency, circular economy, water, waste, biodiversity, climate adaptation and sustainable procurement.
- Demonstrated experience of developing and implementing organisational strategies, roadmaps, or action plans that translate sustainability objectives into measurable and practical outcomes.
- Strong programme and project management experience, including the establishment of performance measures, monitoring of progress and reporting on delivery and outcomes to senior management, governance bodies or external stakeholders.
- Proven ability to influence senior stakeholders, build effective partnerships and secure commitment across functions or organisations where direct authority may be limited.
- Experience of driving change initiatives that improved the adoption of new practices, supported organisational change and delivered measurable organisational impact.
- Excellent written and verbal communication skills, with the ability to explain complex issues clearly and confidently to both technical and non-technical stakeholders.
- Familiar with audit processes, including the preparation, coordination, and follow-up of audits and the implementation of recommendations.
- A record of effective people management, collaboration and delivery, together with the judgement and resilience required to operate at Assistant Principal Officer level.

Desirable Requirements

- A relevant postgraduate qualification or professional accreditation in sustainability, climate action, environmental management, energy, engineering, the built environment or a related field.
- Experience of sustainability leadership within the public sector, sport, a multi-site organisation, or a large campus, estate or facilities environment.
- Experience operating at Board and Senior Leadership level.
- Knowledge or experience of recognised environmental, energy, carbon or sustainable-building management systems and standards.
- Experience of biodiversity planning, climate-risk assessment, grant-supported programmes or sector-wide capability building.
- Experience with sustainability certification schemes (e.g. Green Campus, ISO 14001) and/or sustainability assessment frameworks (e.g. STARS).
- An understanding of the Irish sport sector including the Government's National Sports Policy 2018-2027 and Sport Ireland's Statement of Strategy 2023-2027.

Additional Information:

Contract: Full Time, Permanent

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Salary Scale: Assistant Principal Officer 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, D15 PNON.

If you would like to apply for this position, please apply via this link - Current Sport Ireland Opportunity – Orange Recruitment

Closing date for applications is 20th November 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 accommodations to interview, please let us know and we will do our best to assist.

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