



Éire Programme Director

Position Overview

The Éire Programme Director (EPD) creates and manages a year-round calendar of heritage team events that generate sustainable funding for Ireland Lacrosse's High-Performance Program, Domestic Development initiatives, and the Heritage Teams Program. This role combines event management, program development, and strategic fundraising to create a self-sustaining model that supports Irish Lacrosse.

In addition, the ÉPD is responsible for leading and managing all aspects of Ireland Lacrosse's Éire programming (men's, women's, and all disciplines) and ensuring alignment with the organization's high-performance strategy and objectives. This role requires a dynamic leader who can effectively manage day-to-day operations while driving long-term program development and success.

Key Responsibilities

Heritage Team Events Program

- Develop and manage annual heritage team events calendar
- Create different event formats (tournaments, exhibitions, clinics)
- Establish regional event series across North America
- Coordinate with international partners for cross-border events
- Design a sustainable event management model
- Build event-specific organizing committees

Program Development

- Create a standardized heritage team event framework
- Develop event participation criteria
- Establish player identification processes
- Build alumni engagement programs
- Create youth development opportunities
- Design coaching development initiatives

Financial Management & Fundraising

Revenue Streams

- Event registration fees
- Sponsorship packages
- Merchandise sales
- Streaming/broadcast rights
- Corporate partnerships
- Individual donations

Technical Leadership & Program Development

- Design and implement comprehensive playing opportunities for the Éire team(s)
- Work with the National Teams Director (NTD) to develop and implement cycle-based schedules of events for National Team players, heritage players, et al
- Provide regular performance feedback to National Team athletes and support staff
- Integrate sports science and performance analysis into programming where appropriate.

Coaching Staff Development

- Collaborate with respective NTDs to identify, appoint, and develop coaches
- Provide opportunities for National Team coaches to coach athletes outside of National team events
- Provide mentoring and development opportunities for assistant coaches and under-age coaches
- Foster a collaborative coaching environment that promotes knowledge-sharing
- Contribute to coach education initiatives within Ireland Lacrosse
- Ensure coaching staff is aware of relevant Child Protection safeguards are put in place

Athlete Development & Pathway

- Implement Individual Athlete Performance Plans (IAPPs)
- Work closely with Senior and U20 coaches to provide opportunities to develop and maintain talented athlete pathways
- Collaborate with NTD and National Team coaches to identify and nurture emerging talent within the program

Performance Management

- Lead teams to achieve specific yearly financial/revenue goals
- Set and monitor individual and team performance targets
- Conduct regular performance reviews and assessments of staff involved in events
- Provide input into selection processes and criteria

High-Performance Culture

- Maintain team culture aligned with HP Cultural Blueprint
- Foster a positive and professional training environment that allows for National Team player progression and heritage player engagement

- Promote athlete well-being and personal development
- Uphold organizational values and behavioral standards
- Build team cohesion and leadership capabilities across all stakeholders

Collaboration & Integration

- Work closely with:
 - High Performance Director (HPD)
 - National Teams Directors (NTD)
 - National Team Managers
 - Ireland Lacrosse Support service providers (sports science, strength & conditioning, medical)
 - Respective Ireland Lacrosse Coaching Staff Personnel
- Participate in research and innovation initiatives
- Contribute to system-wide development projects

Required Qualifications

- Minimum 5 years event management experience
- Proven track record in program development
- Strong financial management background
- Experience in sports organization leadership
- Excellence in stakeholder management
- Demonstrated fundraising success

Preferred Qualifications

- Lacrosse background (player/coach/administrator)
- Experience with international sport
- Understanding of the Irish-American community
- Background in tournament operations
- Marketing and promotion expertise
- Non-profit management experience

Key Competencies

- Leadership and motivation
- Technical and tactical expertise
- Event management
- Financial oversight
- Stakeholder engagement
- Marketing and promotion
- Program development and implementation
- Performance analysis and evaluation
- Communication and presentation

- Problem-solving and decision-making
- Cultural awareness and sensitivity
- Innovation and adaptability

Working Conditions

- Commission-based remittance package with expenses and travel that aligns with Ireland Lacrosse's expense policy.
- North American-based position
- Part-time position with full-time requirements during peak periods
- Extensive domestic and international travel
- Evening and weekend work required
- Remote work options for administrative tasks

Reporting Structure

- A standalone position that works adjacent to the National Team Directors
- Member of the IL High Performance Committee
- Reports directly to the CEO
- Additional reporting line to High-Performance Director and President of Ireland Lacrosse North America
- Oversees:
 - Éire coaching staff
 - Event Coordinators (Éire Managers)
 - Volunteer Committees
 - Event Staff

Performance Indicators

- Maintains positive revenue flow and hits annual fundraising targets
- Individual athlete development progress
- Implementation of a high-performance strategy
- Coach development outcomes
- Program innovation and advancement
- Cultural alignment and team environment
- Stakeholder feedback and satisfaction

Application Process

Qualified candidates should submit:

- Comprehensive coaching CV
- Detailed cover letter
- Three professional references

- Technical development philosophy statement
- Sample seasonal plan

Performance Metrics

Financial Targets

1. Annual Revenue Goals

- Per event revenue targets
- Annual program revenue
- Sponsorship income
- Merchandise sales

2. Fund Distribution

- HP Program contribution
- Domestic Development support
- Program sustainability metrics
- Cost per participant reduction

Program Impact

1. Event Metrics

- Number of annual events
- Total participant numbers
- Geographic spread
- Event profitability
- Participant satisfaction

2. Development Impact

- HP Program support level
- Domestic program growth
- New player identification
- Coach development opportunities

Success Indicators

1. Program Growth

- Event calendar expansion
- Participant number growth
- Geographic reach
- Revenue increase

2. Financial Impact

- HP Program support
- Domestic Development contribution
- Program sustainability
- Cost efficiency

3. Development Outcomes

- Player identification
- Coach development
- Official recruitment
- Community engagement

Ireland Lacrosse is committed to equal-opportunity employment and welcomes applications from all qualified individuals.

For more information or to submit your application, please contact mkennedy@irelandlacrosse.ie