

Disability Sport NI

Board of Directors

Recruitment Pack (May 2026)



Disability
Sport NI

Disability Sport NI is Recruiting New Board Members

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Disability Sport NI is Recruiting New Board Members

Disability Sport NI is currently recruiting new Board Members willing to contribute their skills, experience, and expertise to support the continued development of the charity.

As Northern Ireland's main disability sport charity Disability Sport NI believes that every disabled person has the right to participate in all aspects of life and is committed to building a more inclusive society where disabled people have the same opportunity as non-disabled people to lead a full, active and healthy lifestyle through sport and active recreation.

We are currently recruiting new Board members who can commit approximately one day per month to the role. While these voluntary positions are not remunerated, reasonable travel and subsistence expenses will be reimbursed.

This is an exciting opportunity to play an important role in helping our charity improve the health and wellbeing of more disabled people across Northern Ireland through sport and active recreation.

Applications are particularly welcome from:



Women



Disabled People



Individuals with experience of marketing and communications.



Individuals with experience of human resource management.

Please note that the closing date for receipt of applications is **Tuesday 9th June, 2026**.

Application packs can be downloaded at: <https://www.dsni.co.uk/news/board-recruitment-2026>

Further information is available from:

Kevin O'Neill

CEO, Disability Sport NI

Tel: 07808 772402

Email: koneill@dsni.co.uk

Disability Sport NI is committed to providing equality of opportunity for all individuals.

1. About Us

Disability Sport NI is the main disability sports charity in Northern Ireland working to improve the health and wellbeing of disabled people through sport and active recreation.

We believe that every disabled person has the right to participate in all aspects of life and are committed to building a more inclusive society where disabled people have the same opportunity as non-disabled people to lead a full, active and healthy lifestyle through sport and active recreation.

We work with people with physical, sensory and learning disabilities of all ages and with schools, disability groups, sports clubs and District Councils to ensure that everyone can experience the social and health benefits of sport and active recreation.

Launched in 1998 by a number of small disability sports groups to address the under representation of disabled people in sport, we have gradually grown to represent the vast majority of disability sports groups and clubs in Northern Ireland.

We currently have 130 member groups made up of disability sports clubs and groups, schools and adult centres and organise a range of participation programmes, events, training courses and education projects all designed to improve the health and wellbeing of disabled people.

We also work closely with Sport Northern Ireland and Governing Bodies of Sport to ensure that talented disabled sports people have the same opportunity as their non-disabled peers to train, compete and excel in their chosen sport on the world stage. This includes managing the development of the Paralympic sports of Boccia and Wheelchair Basketball in Northern Ireland.

Disability Sport NI is a limited company with charitable status and is a member of the British Paralympic Association, Boccia UK, Disability Action, the Northern Ireland Council for Voluntary Action and the Northern Ireland Sports Forum. Disability Sport NI also maintains close links with Paralympics Ireland.

From our experience over the last 25 years, we know that participation in sport and active recreation can and does improve the health and wellbeing of disabled people and we are committed to extending the benefits of our work to more disabled people throughout Northern Ireland. As a trustee/director of our charity you will play a critically important part in helping our charity achieve this aim.

Further information on the work of Disability Sport NI is available at www.dsni.co.uk

2. Current Activities

Disability Sport NI organises a wide range of programmes and services, all designed to give disabled people the opportunity to lead a full and active lifestyle through sport and active recreation. The table below provides an overview of Disability Sport NI's current work.

Services	Description
Community Sport and Active Recreation	<p>The development and delivery of inclusive sports and recreation opportunities which enable disabled people to lead a full, active and healthy lifestyle in their local community. This involves the organisation and delivery of:</p> <ul style="list-style-type: none"> • Partnership work with all 11 District Councils in Northern Ireland including the management of two participation projects in the Armagh City, Banbridge and Craigavon Borough Council areas. • An annual community events programme. • An Inclusive club programme. • The 'All Out Trekking' inclusive outdoor recreation project at Gosford Forest Park.
Performance Pathways	<p>The development and delivery of performance pathways and support programmes which enable talented disabled people to achieve higher levels of performance in their sport. This involves:</p> <ul style="list-style-type: none"> • Supporting Governing Bodies of Sport to develop performance pathways which are fully inclusive of disabled athletes. • Managing the development of performance pathways for the disability specific sports of Boccia and Wheelchair Basketball. • Supporting the development of talented disabled athletes. • The hosting and organising of major UK and international disability sports events in Northern Ireland. • Representing Northern Ireland on key UK & Irish performance sports organisations.
Inclusive Sports Facilities and Outdoor Places	<p>The development and delivery of access services which encourage and support the development of sports facilities and outdoor places which are inclusive of disabled people. This involves:</p> <ul style="list-style-type: none"> • Encouraging and supporting the development of inclusive sports facilities and stadia. • The Inclusive Sports Facility Accreditation Scheme • The development of sports and recreation related access guides. • The development of Inclusive Equipment Projects
Communications Training & Engagement	<p>Inspiring and encouraging disabled people to participate in sport by providing information on the opportunities available and highlighting the achievements of talented athletes. This involves the:</p> <ul style="list-style-type: none"> • Delivery of a marketing and social media strategy. • The management and promotion of the 'Active Living. No Limits' opportunities website (www.activelivingnolimits.co.uk) • Management and delivery of a coach education and training programme designed to give leisure services staff, coaches, teachers and sports leaders the skills and knowledge required to include disabled in sport. • Recruitment and Management of Volunteers.

3. **Board Structure**

Disability Sport NI's Board of Directors consists of between 6 and 10 skills-based members recruited through an open recruitment and selection process.

4. **The Role of Directors**

The role and responsibilities of Directors on the Board is as follows:

- To ensure the organisation fulfils its charitable objectives as outlined in its Articles of Association.
- To ensure that the organisation complies with its legislative requirements, including compliance with employment and equal opportunities legislation, and charity and company law.
- To ensure that the organisation has adequate financial resources and that its finances are effectively managed.
- To contribute to the strategic development of the organisation.
- To contribute to the development of policies and procedures that ensure the organisation meets optimum levels of good practice in governance.
- To ensure that risks to the organisation are maintained at an acceptable level.
- To ensure that the needs of disabled people remain central to the organisation's work.
- To advise the organisation on the development of mutually beneficial relationships with relevant organisations in the private, public and voluntary sector.
- To participate in and contribute to meetings of the Board of directors, it's sub committees and working groups.



Home Nations Wheelchair Basketball Competition 2025



UK Boccia Championships 2025


5. **Essential criteria**

5.1 A commitment to the vision, mission and values of Disability Sport NI

5.2 Demonstrable experience of at least one of the following:

- Strategic management in the private, public or voluntary sector including; contributing to the development and implementation of corporate strategies and business plans.
- Financial management/accounting and/or charity accounting.
- Governance in the private, public or voluntary sector.
- Project management in the private, public or voluntary sector.
- Marketing and communications in the private, public or voluntary sector.
- Human resources/personnel management in the private, public or voluntary sector.
- Fundraising and/or income generation in the voluntary sector.
- Managing significant disability projects or services.
- 'Direct' experience of disability, e.g. you are a person with a disability, or are a parent/sibling of a disabled person.
- Performance level sport or disability sport as an athlete, coach or programme manager.

Applications are particularly welcome from:

- Women
 - Disabled People
 - Individuals with experience of communications
 - Individuals with experience of human resource management.
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6. **Terms of Appointment, Time Commitment and Remuneration**

Directors are appointed on a rotational basis for a period of four years. After serving one period of four years, subject to satisfactory performance, Directors can be reappointed for a second period of four years at the discretion of the Chairperson.

Board membership is likely to require a time commitment of approximately 1 day per month.

Board Meetings are currently held at Disability Sport NI's offices in Belfast but may on occasions meet by 'Zoom'.

Board Member positions are not remunerated but reasonable travel and subsistence expenses will be reimbursed.

7. **Induction Training**

Disability Sport NI will provide induction training for the successful candidates.

8. **Assistance for Board Members with Disabilities**

Every effort will be made to provide whatever reasonable support Board Members need to help them carry out their duties.

9. **Selection process**

Following short-listing, all successful candidates will be asked to attend an interview.

A selection panel normally consisting of the Chair and one other Board Member will oversee the interview and appointment process.

Interviews are scheduled to take place on Thursday 29th September 2022.

The panel's recommended candidates will then be considered for appointment by the membership at the organisation's Annual General Meeting on 29th November 2022.

Successful candidates will be informed as soon as possible after the AGM.

10. **Equality of Opportunity**

Disability Sport NI is committed to providing equality of opportunity for all individuals. Applications are welcome regardless of gender, age marital status, disability, religion, ethnic origin, political opinion, sexual orientation or whether or not you have dependants. All applications for appointment are considered strictly on merit.

11. **Application Process**

Please complete the application form and return it to Disability Sport NI no later than Tuesday 9th June 2026.

All applications should be emailed to: email@dsni.co.uk

12. **Further Information**

Further information on the role is available from:

Kevin O'Neill

CEO, Disability Sport NI

Tel: 07808 772402

Email: koneill@dsni.co.uk



All Equal All Active Campaign