



# Board Nomination Form

## Nominee Details

ROLE	
Name	Francis Yates
Address	
Mobile Phone No.	
Email Address	

I have read the Person Specification for the role and wish to nominate for the board as follows:

ORGANISATION	KEY CONTACT
Position Nominated for:	President
Nominated By:	Padraic Benson (Galway Triathlon Club)
TI Membership Number	

Please complete a motivational statement summary of your skills and experience relevant to the skill sets identified and supporting statement detailing your motivation for applying for the role below. This will be provided to the wider membership of Triathlon Ireland for their consideration prior to the election of candidates at the AGM.

Please summarize your skills and experience relevant to the skillset and supporting statement detailing your motivation for applying for the role.

As a passionate and dedicated triathlete, I bring nearly a decade of experience in the sport - not just as an athlete, but as a race director, technical official, and club leader. I served as Chairperson of the Galway Triathlon Club for four years, helping to stabilise the club's finances, increase membership, and grow participation during the challenges of the COVID-19 pandemic. Under my leadership, Galway Triathlon Club became the first in Ireland to achieve the Triathlon Ireland Gold Evolve Club Standards and it was shortlisted for Club of the Year in 2021, 2022 and again in 2024.

My motivation to stand for President of Triathlon Ireland comes from a deep belief that our federation must reconnect with clubs, rebuild financial resilience, and support participation at all levels. I have listened to many clubs and members across the country, and the message is unequivocal: they want to be heard, valued, and supported.

I do not offer grand promises to fix everything overnight - the financial picture is tight, and I respect the challenges involved. But I will bring a commitment to transparency, strategic focus, and practical, club-led change. I will work to ensure every euro spent delivers value, and I will advocate for clear, honest communication between the Board and our membership.

There are areas of concern I believe we must confront together. 2024 marked the first time since 2008 that Ireland had no triathlon representation at the Olympic Games - a milestone that must be a turning point. While our Paralympic athletes proudly represented Ireland with courage and professionalism, we must support both Olympic and Paralympic pathways more consistently if we aim to achieve the Strategic Plan's ambition of podium-level performances by 2028.

I want to commend Triathlon Ireland on the recent launch of the new National Triathlon Centre at the University of Limerick. This is a landmark development for the sport in Ireland and reflects the organisation's commitment to fostering both high performance and broader community growth. As President, I will work to ensure this facility becomes a cornerstone of our national strategy - not just for elite athletes, but as a resource that inspires, connects, and benefits the entire triathlon community.

Age Group athletes, who proudly represent Ireland at European and World Championships, are calling for more support. Club volunteers and race organisers are under increasing pressure, often without sufficient recognition or resources.

As a race director for a club-led event, I understand the effort involved. As a technical official, I've worked with organisers and athletes alike. And as an active competitor, I share the joys and challenges that define our sport. I bring that lived experience to this nomination - not from a distance, but from the ground up.

Technical officials are another vital part of our sport - yet many feel disconnected or under-appreciated. As a TO myself, I've seen first-hand the level of commitment and professionalism they bring. I will work to ensure they are better supported, better integrated into event development, and given the recognition they deserve as essential contributors to safe and fair racing in Ireland.

Professionally, I hold the globally recognised PMP® (Project Management Professional) certification. In my professional life, I've held senior roles in customer operations and project delivery, where I've led cross-functional teams, managed multi-year budgets, and driven complex initiatives under pressure. I'm used to working in regulated environments, reporting to senior stakeholders, and balancing competing demands while keeping people engaged. That experience

helps me navigate governance and decision-making with a steady, pragmatic hand - and I'd bring that same approach to the Board of Triathlon Ireland.

I also believe we must do more to support underrepresented groups in our sport - including women, teenagers, para triathletes, and those new to triathlon. Inclusion is not a single programme, but a culture - and I will work to ensure our pathways, leadership, and event structures reflect that ethos. From growing youth engagement through schools and Tri-Heroes to ensuring the continued development of our junior athletes, I am committed to delivering on the Strategic Plan's vision for a sport that is more diverse, more accessible, and more vibrant at every level.

If elected, my focus will be to:

- Rebuild trust with clubs and members.
- Restore support for Age Group athletes representing Ireland abroad.
- Support long-term High Performance and Para-athlete development in line with our 2028 ambitions.
- Enhance transparency through open communication and clear, accessible financial reporting that shows members how decisions are made and money is spent.
- Champion grassroots-led initiatives and volunteer support
- Deliver the Triathlon Ireland Strategic Plan with real, measurable action.
- Advance inclusion and participation across all target groups - women, youth, para triathletes, and newcomers
- Recognise and support technical officials as a key part of event delivery and integrity.

I believe now is the time for practical leadership, transparent decisions, and a renewed focus on what matters most: clubs, athletes, and the long-term health of triathlon in Ireland..

Please highlight particular high-level skill sets that you feel you have in **any** of the following areas:

Skillset	Detail
<b>Strategic Expertise</b>	Demonstrated strategic expertise through nearly a decade of triathlon experience and a three-year tenure as the Chairperson of the Galway Triathlon Club. Successfully aligned club objectives with a long-term vision, resulting in substantial growth, community engagement, and consecutive shortlisting for Club of the Year in 2021 and 2022.
<b>Financial &amp; Risk Management</b>	Proficient in financial and risk management, I have successfully managed project budgets, monitored financial resources, and implemented risk mitigation strategies to ensure projects are delivered on time and within budget. This includes identifying potential risks, assessing their impact, and developing proactive measures to address and mitigate these risks.
<b>Corporate Governance</b>	Established robust governance structures for Galway Triathlon Club, leading to the achievement of Bronze and Silver Club Standards awards—the first club in Ireland to do so. Focused on maintaining the highest standards of governance, transparency, and accountability. Adept at aligning governance practices with organizational objectives. Additionally, my PMI PMP qualification enhances governance expertise with a strong emphasis on project governance and compliance.
<b>Other Relevant Skill Sets</b>	In addition to my project management expertise, I possess strong leadership, communication, presentation, conflict resolution, and problem-solving skills. I am adept at stakeholder engagement, team building, and adapting to dynamic environments. My analytical skills contribute to effective decision-making.



I wish to be nominated for the above role, and if elected, agree to act first and foremost in the best interests of Triathlon Ireland and the sport nationally at all times, regardless of any regional or club affiliation. If elected, I agree I will declare any real or potential conflicts of interest to my fellow board members:

Signature: *Francis Gates*

Date: 31 March 2025