



President Nomination Form

Nominee Details

ROLE	
Name	Ian Haseldine
Triathlon Ireland Number	10001037
Club	Schull Tri Club

I have read the Person Specification for the role and wish to nominate for the board as follows (to be completed by Nominating Triathlon Club):

ORGANISATION	KEY CONTACT
Position Nominated for:	PRESIDENT OF TRIATHLON IRELAND
Club Nominated By:	CARRICK ON SUIR TRIATHLON CLUB
Club Delegate Name & TI Membership Number	ROBERT DUGGAN 10012641

Candidate Statement

Please provide a statement (max 500 words) outlining:

- Your motivation for applying for the role of President
- Your experience in senior leadership and/or Board roles
- How you have contributed to strategic decision-making and organisational performance
- Your experience of chairing meetings or leading groups at Board or senior level
- How you would represent Triathlon Ireland externally and build key stakeholder relationships

Please include specific examples to demonstrate your impact.

I am seeking election as President of Triathlon Ireland, bringing over 20 years of dedicated involvement in the sport across club, provincial, national, and international levels. My experience as Vice President and as a Board Director for four years has given me a strong understanding of governance, strategic priorities, and the opportunities and challenges facing triathlon in Ireland. Central to my motivation is a strong commitment to supporting clubs, ensuring their voices are heard, and recognising the vital role they play as the foundation of our sport.

I have proven experience in senior leadership and Board roles within a National Governing Body. As Vice President, I have contributed to Board effectiveness, governance oversight, and strategic discussions, ensuring alignment between organisational objectives and delivery. As an Ordinary Director, I played an active role in shaping decisions relating to participation growth, event standards, and organisational development. My contributions are grounded in practical experience, ensuring that strategy reflects the needs and realities of clubs, volunteers, and athletes.

My contribution to strategic decision-making is supported by my broad experience across the sport. As a Technical Official and Technical Official Mentor, I have supported the recruitment, development, and mentoring of officials, strengthening race delivery standards and volunteer capacity nationwide. As Munster Technical Official Secretary, I enhanced regional coordination and communication, contributing to more consistent structures. As Club Chairperson, I led governance improvements and member engagement initiatives that supported club sustainability. These experiences reinforce my belief that strong, supported clubs are essential to organisational success, and that their perspectives must inform decision-making at Board level.

I have significant experience chairing meetings and leading groups. As Club Chairperson, I chaired committee meetings, set direction, and ensured effective decision-making and accountability. I have also chaired and contributed to committees within Triathlon Ireland, facilitating structured, inclusive, and outcome-focused discussions. My leadership style is collaborative and respectful, ensuring all perspectives are considered, with a particular emphasis on listening to and representing the views of clubs.

I am a strong advocate for diversity, equity, and inclusion. As a member of World Triathlon's Women's Committee, and the only individual from Ireland elected to a World Triathlon Committee, I have contributed to initiatives aimed at increasing female participation and representation and addressing barriers within the sport. This experience reinforces my commitment to ensuring Triathlon Ireland is inclusive, accessible, and representative at all levels.

Through my long-standing involvement, I have developed a strong network within the triathlon community and the wider sports sector. I have built trusted relationships with clubs, volunteers, officials, and event organisers across Ireland. As President, I would prioritise meaningful engagement with clubs, ensuring clear communication, active listening, and that their voices are represented in decision-making. I would also represent Triathlon Ireland externally with credibility and integrity, strengthening relationships with stakeholders such as Sport Ireland and international bodies.

In summary, I bring strategic leadership, governance experience, and a deep understanding of triathlon at all levels. I am committed to supporting clubs, strengthening their voice within the organisation, and ensuring Triathlon Ireland continues to grow as an inclusive, member-focused, and high-performing organisation.

Please summarise your skills and experience relevant to the role of President.

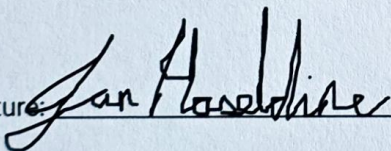
Skillset	Detail
<p>Strategic Expertise (Please include an example of strategy development/delivery and measurable outcomes)</p>	<p>I bring strong strategic expertise developed through my leadership roles within Triathlon Ireland, combining Board-level decision-making with practical delivery experience across clubs, officiating, and volunteer development.</p> <p>A key example of my contribution to strategy development and delivery is my involvement in strengthening the Technical Official pathway. Through my roles as Technical Official, Technical Official Mentor, and Munster Technical Official Secretary, I identified gaps in recruitment, retention, and development of officials, which posed risks to race delivery standards and event sustainability. Contributing to discussions at both regional and national level, I supported the development and implementation of a more structured approach to officiating, including clearer progression pathways, mentoring support, and improved communication with clubs and race organisers.</p> <p>This strategic focus led to measurable improvements. There was increased engagement from volunteers entering the officiating pathway, stronger retention through mentoring, and improved consistency in race standards across events. At a provincial level, enhanced coordination resulted in more efficient deployment of officials and better support for race organisers, directly contributing to the quality and safety of events.</p> <p>In my role as Club Chairperson, I also led the development and delivery of a club-level strategy focused on sustainability and member engagement. This included strengthening governance structures, improving communication with members, and introducing initiatives to support participation. As a result, the club experienced improved member retention and engagement, alongside a more sustainable operational model.</p> <p>At Board level, my experience as Vice President and former Director has enabled me to contribute to broader organisational strategy, ensuring that decisions are informed by on-the-ground realities. I consistently advocate for a member- and club-focused approach, ensuring that strategic priorities align with the needs of those delivering and participating in the sport.</p> <p>My approach to strategy is collaborative, evidence-informed, and outcome-focused. I prioritise clear objectives, practical implementation, and measurable impact, ensuring that strategy translates into meaningful improvements across the organisation.</p>
<p>Financial & Risk Management (Please include experience in financial oversight, budgeting, and risk management)</p>	<p>I bring sound experience in financial oversight and risk management through my roles at both Board and club level within Triathlon Ireland. As Vice President and former Board Director, I have contributed to the oversight of organisational finances, including the review of budgets, monitoring of financial performance, and ensuring appropriate governance and controls are in place. This has involved working collaboratively with fellow Board members and the executive to ensure that financial decisions are aligned with strategic priorities, sustainable, and in the best interests of the organisation and its members.</p> <p>At Board level, I have supported a risk-aware approach to decision-making, recognising the importance of balancing ambition with financial and operational sustainability. This includes consideration of risks related to event delivery, volunteer capacity, compliance, and reputational impact. I have contributed to discussions that ensure appropriate mitigation measures are in place and that risks are regularly reviewed and managed as part of good governance practice.</p> <p>My experience as Club Chairperson has provided practical, hands-on involvement in budgeting and financial management. I oversaw the development and monitoring of annual budgets, ensuring that the club operated within its means while continuing to invest in member services and development initiatives. I worked closely with the club treasurer to ensure transparency, accountability, and clear financial reporting to members. Through this, we maintained financial stability and supported the long-term sustainability of the club.</p> <p>In addition, my extensive involvement in event delivery and officiating has given me a strong awareness of operational and safety risks. As a Technical Official and Mentor, I have played a role in ensuring that events meet required safety and governance standards, helping to minimise risk and protect participants, volunteers, and the organisation.</p> <p>Overall, I take a prudent, transparent, and strategic approach to financial and risk management. I understand the importance of strong governance, clear oversight, and informed decision-making in safeguarding the organisation's resources and supporting its long-term success.</p>

<p>Corporate Governance (Please include your experience operating at Board level, ensuring compliance, and supporting effective decision-making)</p>	<p>Corporate Governance</p> <p>I bring significant corporate governance experience through my roles as Vice President and as an Ordinary Director on the Board of Triathlon Ireland for four years. These roles have provided me with a strong understanding of Board responsibilities, including oversight, accountability, compliance, and the importance of operating in line with best practice in governance for National Governing Bodies.</p> <p>At Board level, I have contributed to effective decision-making by ensuring discussions are informed, balanced, and aligned with the organisation's strategic objectives. I actively engage in Board deliberations, bringing a perspective shaped by over 20 years of involvement across all levels of the sport. This enables me to ensure that decisions are both strategically sound and practically informed, particularly in relation to the impact on clubs, volunteers, and athletes.</p> <p>I have supported the Board in maintaining high standards of governance and compliance, including adherence to regulatory requirements and governance codes relevant to sporting organisations. I understand the importance of clear roles and responsibilities between Board and executive, ensuring appropriate oversight without operational interference. I also recognise the importance of transparency, accountability, and integrity in building trust with members and stakeholders.</p> <p>My experience chairing meetings as Club Chairperson and contributing to committees within Triathlon Ireland has further strengthened my governance capability. I ensure meetings are well-structured, focused, and inclusive, enabling effective and timely decision-making. I am committed to fostering a culture where constructive challenge is encouraged, and where all Board members can contribute meaningfully.</p> <p>As Vice President, I have also supported the Chair in ensuring the smooth functioning of the Board, reinforcing good governance practices and promoting effective communication. I understand the importance of collective responsibility and the need for the Board to act in the best interests of the organisation at all times.</p> <p>Overall, I bring a strong commitment to high standards of corporate governance, with the experience and judgement required to support effective oversight, ensure compliance, and contribute to robust, transparent, and strategic decision-making at Board level.</p>
<p>Board Leadership & Chairing (Experience chairing meetings, leading Boards/committees, and managing diverse views)</p>	<p>Board Experience – Triathlon Ireland</p> <p>Ordinary Board Director (4 years): Contributed to strategic decision-making, policy development, and organizational planning, gaining in-depth knowledge of Triathlon Ireland's operations and challenges. Vice President (2 years): Supported the President in leading the board, chaired committees, and played a key role in governance, financial oversight, and stakeholder engagement. Built strong relationships with clubs, athletes, volunteers, and sponsors, fostering collaboration and consensus in decision-making.</p> <p>Board Leadership & Chairing</p> <p>Extensive experience chairing meetings and guiding discussions to achieve clear, actionable outcomes. Skilled at managing diverse views, fostering collaboration, and achieving consensus among stakeholders with differing perspectives. Developed and implemented policies and governance frameworks that promote transparency, accountability, and organizational effectiveness.</p> <p>Leadership and Governance Experience</p> <p>As a primary school principal, I managed complex organizations, budgets, and staff development, while fostering inclusive, community-focused programs. As a sports director in the U.S., I designed and implemented athlete development programs, managed coaches and volunteers, and successfully increased participation in multi-sport events. Extensive experience in strategic planning, organizational management, and policy implementation, ensuring organizations achieve long-term goals efficiently and sustainably.</p> <p>Vision for Triathlon Ireland I am committed to strengthening Triathlon Ireland by:</p> <p>Expanding grassroots participation and creating accessible pathways for athletes of all ages and abilities. Supporting elite athletes through structured programs, coaching, and mentorship. Enhancing club development, volunteer engagement, and governance transparency. Promoting inclusivity, sustainability, and national visibility for triathlon.</p>

<p>Stakeholder Engagement & Representation (Experience representing an organisation externally and building key relationships)</p>	<p>Extensive experience representing organizations externally at local, national, and international levels. Built and maintained strong relationships with clubs, athletes, volunteers, sponsors, and community partners, ensuring collaboration and mutual benefit. Successfully advocated for organizational goals, influencing policy, securing resources, and raising the profile of programs and initiatives. Skilled in communicating effectively with diverse audiences, promoting engagement, trust, and long-term partnerships.</p> <p>Committed to a club-focused approach, ensuring that the voices of clubs and their members are central to all decision-making. Experienced in supporting club development, providing guidance, resources, and structures to help clubs grow and thrive. Skilled at listening to and representing member views, ensuring policies and initiatives reflect the needs and priorities of the triathlon community. Promote collaboration between clubs, the board, and national programs to create a connected, inclusive, and sustainable triathlon ecosystem.</p>
<p>Sector Knowledge (Understanding of triathlon and/or the Irish sports sector, including key challenges and opportunities)</p>	<p>Over 20 years volunteering in triathlon, including roles as club chair, Munster Technical Official (TO) Secretary, and race director, demonstrating a lifelong commitment to the sport. Technical official experience: 18 years in Ireland and 10 years internationally as a Level 2 Technical Official, providing a deep understanding of race governance, regulations, and athlete needs. Founding member of Centra Fastnet Triathlon 22 years ago, and race director for 10 years, giving hands-on insight into event organization, club development, and community engagement. In-depth knowledge of the Irish sports sector, including key challenges such as participation growth, club sustainability, volunteer engagement, and athlete development pathways. International exposure has broadened perspective on best practices, athlete support, and governance, which can be leveraged to strengthen Triathlon Ireland.</p>

<p>Leadership Style</p> <p>(Your approach to leadership, collaboration, and Board culture)</p>	<p>Collaborative and inclusive: I prioritize listening to diverse perspectives, ensuring that all voices—whether from board members, clubs, or athletes—are heard and valued.</p> <p>Strategic and goal-oriented: I focus on long-term planning, clear objectives, and evidence-based decision-making to achieve sustainable outcomes for the organization.</p> <p>Empowering and supportive: I mentor and support board colleagues, club leaders, and volunteers to maximize their strengths and engagement.</p> <p>Transparent and accountable: I foster a culture of openness, integrity, and trust, ensuring that decisions are made responsibly and communicated clearly.</p> <p>Board culture builder: I encourage teamwork, mutual respect, and constructive debate, promoting a board environment where collaboration leads to the best outcomes for the sport and most of all the clubs and their members.</p>
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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: 

Date: 29/03/2026