



Dogs Trust Ireland

Job Title:	Executive Director
Reporting to:	Chair of Board of Dogs Trust Ireland
Responsible for:	Group Head of Fundraising Group Head of Training, Veterinary and Operations Finance and Office Manager Head of PR & Communications Policy, Compliance and Research Manager
Location:	Dublin Rehoming Centre with Hybrid working and frequent travel within Ireland and beyond
Duration:	Permanent

Job Purpose

The Executive Director of Dogs Trust Ireland (DTI) is a key leadership role, responsible for guiding the charity's mission, working with the Board to set the strategy, improving operational delivery and strengthening our impact. The role is responsible for governance, risk and compliance, ensuring best practice with the Charities Governance Code, and ensuring long-term sustainability through prudent financial management.

The role also sits within the Joint Executive Team which forms part of the wider Dogs Trust Group. The role is accountable for a budget of circa €11m, circa 100 employees and 160 volunteers.

About Dogs Trust Ireland

Dogs Trust is the dog welfare charity in Ireland, and we've been helping dogs since 2009. We believe every dog deserves to live life to the full, and we will not rest until we make Ireland a safe and happy place for dogs – so, together, we never have to let any dog down. Over the past 17 years, we've built and operated a best in class rehoming and rehabilitation centre, extended our reach through regional rehoming, introduced our Lead and learn academy to help both professionals in the sector and dog owners to learn more about how to care for their dog or address difficult behaviours.

But there's still so much more to do to improve dog welfare in Ireland. We won't rest until we make Ireland a safe and happy place for dogs and the people who love and own them. We have just started a review of our strategy, taking a systems change approach, to truly understand our landscape and how we can have the biggest positive impact for dogs in Ireland, whether through our own operations, supporting the wider sector or through inspiring cultural and legislative change. If we're to deliver our ambitious goal for the next decade, we need sustained income growth and operational excellence, and we're looking for someone to join us and take the lead in developing and delivering the strategy.

DTI collaborates closely with our UK counterparts and wider group to align on strategy where appropriate, share experience, expertise, some resources and best practice. This partnership strengthens our collective voices and enhances our ability to deliver meaningful impact across borders.

Key areas of accountability

Leadership and Strategy

- Lead the review and implementation of the organisation's strategy in partnership with the Board of Directors, ensuring alignment with the charity's mission and vision.
- Inspire and manage a diverse team of staff and volunteers, fostering a culture of high performance, accountability, professionalism, and nurture a sense of belonging and compassion.
- Ensure excellent service and programme delivery, demonstrating measurable impact in line with our mission and goals.
- Champion animal welfare nationally and internationally leading the national conversation and policies to improve the lives of dogs and their owners.

Culture and Organisational values

- Ensure the organisation's culture reflects its mission – building trust, inspiring commitments, championing our Diversity, Equity, Inclusion and Belonging (DEI&B) programme.
- Champion open conversations encouraging honest dialogue, brave leadership with open heart and mind approach to problem solving
- Lead by example demonstrating empathy, integrity and professionalism in all interactions.
- Promote a culture of consideration and collaboration within teams, with the Board, and external stakeholders and partners ensuring that diverse perspectives are considered and valued and contribute to stronger outcomes.

Governance & Compliance

- Work with the Chairperson and Board of Directors, ensuring effective governance and transparency is in operation at all times.
- Build and manage relationships with the Board of Directors to position Directors as advocates for the charity to further our ambitions.
- Ensure all statutory and legal obligations are met and maintain compliance with Irish Charity legislation, Companies Act, animal welfare legislation, employment and all other relevant legislation and codes of practice.
- Provide timely, accurate reports to the relevant Boards on performance, risks, and opportunities.
- Lead the organisations preparedness and response to crises, ensuring robust business continuity planning, risk management, and resilience.

Financial Stewardship

- Provide strategic leadership and oversight of all financial activities, ensuring the organisation's long-term sustainability
- Develop and manage the annual budgets in line with the organisational goals and priorities, in consultation with the Board of Directors, and senior management.
- Ensure robust financial controls, policies, systems and contracts are in place to safeguard assets and resources, including data protection.
- Lead financial and programme forecasting, scenario planning, and risk management to support informed decision making.
- Working with the Group Head of Fundraising and Development to continue to diversify, develop and deliver an innovative and robust fundraising strategy, cultivating relationships with major donors to ensure long term financial sustainability.

Operational and Organisational development

- Oversee the effective development and management of the organisation, rehoming and other service provision, ensuring best practice in operations and service delivery.
- Ensure the highest standards of dog care, staff welfare, biosecurity and Health and Safety.
- Champion a culture of excellent customer and supporter service, ensuring every interaction with adopters, supporters, volunteers and the wider public, reflects the organisations values and behaviours
- Leveraging our Organisational Design Principles, continuously review and invest in operational systems, processes and people to build resilience, efficiency, adaptability and impact.

Advocacy, Public Engagement and Collaboration

- Be the key spokesperson, representing the charity to media, Government, Donors and the wider public
- Build strategic partnerships with policymakers, other charity sectors, community organisations, suppliers, businesses and the wider Dogs Trust Group to share knowledge and maximise impact
- Strengthen the reach and influence of charity campaigns by ensuring a clear focus on impact and advocacy for legal and societal change.

Brand, reputation and communications

Act as the guardian of the charities brand, ensuring it reflects the mission, values and credibility of the organisation

- Working with the Communications, Fundraising and Advocacy teams to deliver high profile campaigns that inspire public support and drive engagement.
- Protect and strengthen the charities reputation, ensuring consistent, and impactful messaging across all channels

Any other reasonable duties.

Person Specification*Essential skills, qualifications, experience, and attributes*

A proven track record of leading, managing and developing high-performing senior teams and in developing and delivering successful strategic objectives or organisational strategy with measurable impact, whilst working with limited resources

Experience of working successfully at a senior level and proven strong decision-making under pressure, whilst building and maintaining excellent working relationships with colleagues at all levels

Proven ability to foster an inclusive culture of collaboration and belonging across diverse teams

Strong fluency with the Charities Governance Code's six principles

Demonstrable success in organisational and financial management, including budgeting, forecasting and long-term sustainability

An excellent verbal and written communicator, including the ability to convey complex or technical information clearly to a lay audience

Experience of representing an organisation externally, including being a media spokesperson

Knowledge and experience of public affairs and influencing policy change

Experience of working and/or leading an organisation in a regulated environment, ideally in the charity sector

Experience of leading change and proven experience of motivating teams including through hybrid working

Knowledgeable about issues relating to dog welfare and rehoming in Ireland

Highly organised, flexible with a systematic approach to work, the ability to manage conflicting priorities and to respond to opportunities at short notice

A positive and upbeat leader who inspires and motivates people to deliver our mission with passion and enthusiasm

Able to pick up new concepts quickly

Able to travel abroad for up to two weeks at a time

Highly motivated and committed to the aims and objectives of Dogs Trust

Our values and behaviours

The culture at Dogs Trust is based on our values and behaviours which underpin everything that we do.

We dream big

Thinking boldly – We channel our passion and commitment to be open to new ideas and possibilities, and to be brave enough to generate and try out new ways of working.

Embracing change – We have the courage, imagination and flexibility to focus on what really matters and adapt as needed to turn our dreams into reality.

We're on the ball

Staying curious – We pay attention to what's going on around us and remain open-minded. We learn from others and consider different angles and perspectives.

Focusing on impact – We are passionate about the difference we make. We use our knowledge and experience to plan our work, solve problems effectively and achieve what we set out to do.

We make things happen

Being proactive – We have a positive, can-do attitude. We actively build strong relationships with others to solve problems and create opportunities.

Working together – We are collaborative and inclusive. We create relationships based on kindness, trust and respect to bring out the best in ourselves and others.

Additional information

Last revised: April 2026