

# Rowing Ireland High Performance Sub-Committee

## Terms of Reference

### 1 Structure

- 1.1 The HP committee is a subcommittee of the board of rowing Ireland with delegated authority to assist the HPD in the development and managing of high performance rowing in Ireland.
- 1.2 The HP committee shall consist of a maximum of 4 Board members, nominated by the board of Rowing Ireland, and the HPD & the CEO of Rowing Ireland
- 1.3 The HP committee shall have the authority to co-opt up to 2 additional members as they see fit. These members need not be members of the Board of Rowing Ireland.
- 1.4 The chair of the HP committee shall be appointed by the Board.
- 1.5 The chair and members shall be appointed annually by the board.
- 1.6 The HP committee shall meet/teleconference a minimum of 4 times per year at which a quorum shall be 3 members including the HPD

### 2 Organisational Responsibilities

- 2.1 Relationship with the High Performance Director (HPD)
  - 2.1.1 The HPD will be a member of the HP committee.
  - 2.1.2 The committee will provide support for the HPD also direction, feedback and council.
  - 2.1.3 The Committee will work with the HPD to ensure:
    - that a HP strategy for the current Olympic cycle and beyond is formulated
    - that a specific strategy for the Tier 1 HP programme is formulated
    - that a specific strategy for the junior/U23 programme is formulatedIt will support in any way it can the HPD and his appointed coaches in the implementation of the agreed strategies.
  - 2.1.4 The Committee will assist the HPD in formulating HP policy and in ensuring its clear communication to all our internal and external stakeholders and other relevant bodies
  - 2.1.5 The HPD will present feedback to the committee on the progress of the implementation of the HP programme and performances.
  - 2.1.6 The committee will delegate a Board member to formally review annually the HPD's performance against his objectives. This member will also be responsible for reviewing salary and contract issues when they arise.

2.1.7 The committee will agree compensation and benefits with the HPD with the advice of the Remuneration Committee

2.1.8 The Chair of the HP committee (or another committee member) will attend meetings where possible in addition to the HPD ( and CEO if required) that involve Sport Ireland, Sport Northern Ireland, Irish Institute of Sport, Sports Institute Northern Ireland, Olympic Council of Ireland

## 2.2 Relationship with the Chair, Board, HPD & CEO

2.2.1 The CEO will be a member of the HP committee.

2.2.2 The committee and CEO will be responsible to the board for ensuring that the HPD receives all necessary administration and logistic support from RI staff in carrying out his duties

2.2.3 The Committee and HPD will agree an annual HP budget which they will jointly present to the Board for approval.

2.2.4 The Chair and Committee will be responsible for ensuring that the HPD and his/her staff behave in accordance with RI values, principles, policies and procedures and in compliance with relevant governance and legal requirements.

## 2.3 Relationship with the Board of Rowing Ireland

2.3.1 The committee derives its authority from the Board of Rowing Ireland

2.3.2 The Chair of the committee or HPD will present a HP report to each regular meeting of the Board which will contain inter alia updates on:

- The progress of the HP programme
- athlete and squad progress and developments
- competition plans and/or results