



Vacancy

HIGH PERFORMANCE & DEVELOPMENT SENIOR MANAGER (F/M/X)

The International Paralympic Committee (IPC) offers the newly-created position of a full-time **High Performance & Development Senior Manager (f/m/x)** in a multi-cultural team at the IPC Headquarters in Bonn, Germany. For this position, we will review applications and interview candidates on a rolling basis. The successful candidate may be subject to a personal background check.

ABOUT THE IPC

At the IPC, we work as one team, aligned and focused on fulfilling our vision and mission.

The IPC's vision is for an inclusive world through Para sport. We believe that **Change Starts With Sport**, and that the work of the Paralympic Movement is a catalyst for driving social inclusion and advancing the UN Convention on the Rights of Persons with Disabilities and the UN's 17 Sustainable Development Goals.

The IPC seeks to use the influential global position of the Paralympic Movement and the growing profile of Para athletes to challenge the stigma attached to disability and empower social transformation.

The IPC is the global governing body of the Paralympic Movement. We supervise the organisation of the Paralympic Games and Paralympic Winter Games and serve as International Federation for 10 Para sports. We enjoy a positive working relationship with the IPC Governing Board, members of which are democratically-elected every four years by the IPC General Assembly.

The IPC is a purpose-driven non-profit association. Our mission is to lead the Paralympic Movement, oversee the delivery of the Paralympic Games and support members to enable Para athletes to achieve sporting excellence. Since 1989, we have been creating change through sport with the Paralympic Games and Paralympic athletes at our core.

INTERNATIONAL PARALYMPIC COMMITTEE

Adenauerallee 212-214, 53113 Bonn, Germany / paralympic.org
worldparasportsjobs@paralympic.org / Tel: +49 228 2097-200 / Fax: +49 228 2097-209

ROLE

The High Performance & Development Senior Manager will be responsible for developing strategies to maximise opportunities for participation in World Para Sports, and pathways from community to high performance levels.

Core responsibilities include:

- Guide the design of grassroots programmes to increase participation in targeted Para sports and promote active healthy lifestyles and social inclusion.
- Develop talent identification strategies and structured pathways for Para athletes, coaches, and officials.
- Consult with technical experts to adapt existing sport programmes to Para sport.
- Develop and implement key performance indicators that effectively and accurately measure the impact and success of programmes.
- Liaise with National Paralympic Committees and World Para Sports to better understand and overcome barriers to participation and sport technical development.
- Work closely with the IPC Education team and the Agitos Foundation to coordinate activities and increase efficiencies.
- Liaise with the IPC Marketing & Commercial team to develop programmes which are sustainable and attractive to IPC and endemic sport partners.
- Report to the Managing Director of World Para Sports.

Core requirements include:

- Passion for the IPC's vision, mission and values;
- University degree or equivalent in sport management, sport science, sport coaching, public health, or similar;
- Demonstrated experience developing and executing participation programmes or high performance strategies at national or international levels;
- Proven ability to analyse the effectiveness of pathways and performance structures in a sport environment;
- Superior stakeholder management skills;
- Strong organisational and project management skills;
- Excellent communication and interpersonal skills; and
- Ability to occasionally travel (infrequent).

Desired requirements include:

- Experience with sport-for-development programmes;
- Experience working with Para athletes; and
- Experience working with multiple sports is highly desirable.

Do you want to **apply**?

If you are interested and provide a good match with our requirements, please send your CV and cover letter in English and in pdf format to worldparasportsjobs@paralympic.org.

We especially encourage individuals with an impairment to apply; we support the relocation process and provide transitional accessible accommodation. For further information on the IPC, please contact us or visit our website under www.paralympic.org.

Thank you for your consideration.