Vacancy

WORLD PARA SPORTS DEPUTY DIRECTOR (F/M/X)

The International Paralympic Committee (IPC) offers the newly-created position of a full-time Deputy Director of World Para Sports (f/m/x) in a multi-cultural team at the IPC Headquarters in Bonn, Germany.

ABOUT THE IPC AND THE WORLD PARA SPORTS

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 is the global governing body of the Paralympic Movement. 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.

On 11 December 2021, the IPC General Assembly adopted a revised constitution, and resolved to focus the IPC’s purpose on promoting inclusion in society through Para sport, specifically by its leadership of the Paralympic Movement, its supervision of the Paralympic Games, and its support of the members and Para athletes. Therefore, the IPC aspires to ends its role as an international federation for 10 Para sports by the end of 2026. To manage this process and ensure the continued success of the sports, a new internal division called World Para Sport Unit will be established. It will be operationally independent of the IPC with its own Board and staff.

ROLE

The Deputy Director of World Para Sports reports to the Managing Director of World Para Sports and will be primarily responsible for supervising the functional areas shared by World Para Sports, driving the efforts toward sustainability and
sport independence, namely Classification, Communications, Development & Education, Sports IT and Volunteer Workforce. The Deputy Director of World Para Sports will play a key role in the development and growth of the World Para Sports, with the aim of ensuring that each Para sport is able to thrive after separating from the IPC.

CORE RESPONSIBILITIES

- Assist the Managing Director with the leadership and administration of the World Para Sports department, and with essential internal organisational activities (e.g., corporate planning, budgeting, stakeholder reports, talent management);
- Guide and monitor the development of World Para Sports to ensure each sport continues to thrive after achieving independence from the IPC. Identify trends, gaps, and develop strategies to address these;
- Advise and support World Para Sports on all matters related to the transfer of governance including, but not limited to, the transfer of sport assets, tax implications, employment law matters related to staff transfers, and novation of contracts;
- Support the Managing Director in negotiations with selected organisations, and communication with internal stakeholders in relation to the transfer of governance of the World Para Sports;
- Serve as a secondary liaison to the World Para Sports Unit Board (once established), and act as the Managing Director of the World Para Sports as agreed in his or her absence; and
- Represent the IPC and World Para Sports in meetings and build rapport with internal and external stakeholders.

CORE REQUIREMENTS

- Passion for the IPC’s vision, mission and values;
- Experience as a senior level administrator in a sport organisation, with strong leadership and stakeholder management skills;
- Personal integrity and transparency, serving as a role model for others;
- Collaborative and confident, with the ability to unite and engage staff for performance;
- Demonstrated ability to challenge and debate issues of importance to the organisation;
- Ability to communicate and work toward the organisation’s vision for the World Para Sports; and
- Excellent communication skills with experience liaising and negotiating with key stakeholders, including international federations, member organisations, government organisations, and commercial partners.
DESIRED REQUIREMENTS

- Superior knowledge of the Paralympic Movement and Para sport;
- A comprehensive understanding of classification, high performance or sports IT would be highly advantageous; and
- Experience working with non-profits or international sporting organisations.

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. For this position, we will review applications and interview candidates on a rolling basis.

The IPC is an equal opportunity employer, and we especially encourage individuals with a disability and members of minority groups 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.

We look forward to your application!