Vacancy

INDEPENDENT MEMBER OF
THE WORLD PARA SPORTS
UNIT BOARD (VOLUNTEER)

(Governance experience in an International or Regional Federation at a senior or non-exec level)

The International Paralympic Committee (IPC) offers the newly created volunteer position of an independent World Para Sports Unit Board member (f/m/x) with experience in sports management, starting September 2022.

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.

Part of the IPC’s role is effectively as an international federation for 10 IPC Sports. This role, and the structure created to operationalize it, has created perceptions of conflict of interest, disparity in the application of resources, a sense of unfairness between the IPC Sports and those which are not and confusion about the IPC’s role. The fact that the IPC only governs some sports within the Paralympic Movement and not others has been recognized as an inequity and a concern as it means the IPC is undertaking tasks which are not
part of its core purpose. Therefore, the IPC aspires to end 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 which will be operationally independent of the IPC with its own Board and staff.

In 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 and end its role as an international federation for the 10 Para sports.
ROLE

The IPC is establishing a new World Para Sports Unit to govern the IPC Sports (on behalf of the IPC) pending their separation from the IPC, and to monitor and progress the implementation of the ‘leaving plan’ for each IPC Sport.

Further information detailing the specific role of the WPS Unit Board (WPSUB) can be found in the appendix.

The composition of the WPSUB is:

- two members of the Governing Board (neither of whom may be the President) chosen by the Governing Board.
- one independent person appointed by the IPC Governing Board, on the recommendation of the Nominations Panel, who has significant governance experience in sport (who will be appointed as the chairperson).
- one independent person appointed by the IPC Governing Board, on the recommendation of the Nominations Panel, who has significant governance experience in an International Federation or Regional Federation.
- one Para athlete who will be appointed by the IPC Governing Board, on the recommendation of the Nominations Panel.

It is expected that the WPSUB will largely conduct its work by conference calls and emails to fulfil its responsibilities. However, it is possible that in-person meetings may be necessary.

The WPSUB is seeking one independent person who has significant governance experience in an International Federation or a Regional Federation.

The term of office for each member of the WPS Unit Board is four years. Each member of the WPS Unit Board may serve a maximum of two terms, except where the Governing Board decides to extend their term until the WPS Unit Board is disbanded.

CORE RESPONSIBILITIES:

- Please refer to the appendix for details on the Core Responsibilities
- Certain administrative support is provided by the IPC.
- This is a voluntary role and as such there is no remuneration. However, expenses are paid in accordance with the IPC’s policies.
CORE REQUIREMENTS:

- Significant experience in the governance of an International Federation or Regional Federation at a senior or non-exec level.
- Passion for the IPC’s vision, mission and values.
- Excellent communication skills with experience operating at Board level.
- **Must not currently have a role within an IF that one of the IPC sports is transitioning to.** Also, must not currently have a role for the IPC or with any of the IPC sports and must not previously have held such a role in the four years prior to appointment.

DESIRED REQUIREMENTS INCLUDE:

- Knowledge and/or experience of the Paralympic Movement and Para sport.
- Experience working with non-profits or international sporting organisations.
- Experience in being a chairperson (responsible for oversight and management).
- Supportive of IPC governance principles and their practical application towards the achievement of organizational objectives.
- Ability to work in a timely, confidential, and professional manner.
- Fluency in English.

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 to GovernanceJobs@paralympic.org.

For this position, the deadline for applications is 17th June 2022. Shortlisted candidates may be invited to an interview(s) conducted by the Nominations Panel. Any recommendation for appointment to the World Para Sport Unit Board will be decided by the Governing Board and subject to vetting to confirm the applicant’s eligibility for appointment.

The IPC is an equal opportunity employer, and we especially encourage individuals with a disability and members of minority groups to apply. For further information on the IPC, please contact us or visit our website under www.paralympic.org.

We look forward to your application!
APPENDIX

World Para Sports Unit Board

Core Responsibilities

The WPS Unit Board reports to and is accountable to the Governing Board, as the Governing Board remains ultimately responsible for the WPS Unit and is responsible for:

The role of the WPS Unit is to govern the IPC Sports pending their separation from the IPC, and to monitor and progress the implementation of the ‘leaving plan’ for each IPC Sport.

In particular, the WPS Unit Board will be responsible for:

- approving, monitoring, and (if necessary) adjusting the ‘leaving plan’ of each IPC Sport (setting a target date for separation from the IPC and identifying specific steps to be taken by that date) for recommendation to the Governing Board, which has final approval over such plan and any amendments thereto;
- approving the structure and operation of each of the IPC Sports until they separate from the IPC, including approving strategies, budgets, competition calendars, qualification criteria, and sports rules;
- recommending to the Governing Board the technical delegates to be appointed for the IPC Sports for the Paralympic Games; and
- recommending to the Governing Board the terms of agreements with third parties (such as international federations) into which the IPC Sports will transfer and therefore separate from the IPC.
- In the year between the biennial general meetings of each IPC Sport, the WPS Unit Board will provide a written report (subject to prior approval by the Governing Board) to the NPCs and national federations for that sport, covering the items required under the IPC Sports Regulations;
- The WPS Unit Board will hold a forum at least annually (which may be held remotely using virtual technologies) for all of the Sport Committee chairpersons. This forum will be advisory to the WPS Unit Board on matters affecting the IPC Sports;
- The WPS Unit Board will provide a written report on all the IPC Sports and their progress towards separation at each IPC General Assembly and in the year between IPC General Assembly meetings. Such reports are subject to prior approval by the Governing Board.