



Vacancy

(SENIOR) LEARNING & DEVELOPMENT MANAGER (F/M/X)

The International Paralympic Committee (IPC) offers the newly created position of a full-time **(Senior) Learning & Development Manager (f/m/x)** in an international and multicultural team at the IPC Headquarters in Bonn, Germany, starting as early as possible.

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 oversee the delivery of the Paralympic Games and Paralympic Winter Games and serve as International Federation for six 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

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ROLE

The **(Senior) Learning & Development Manager**, reporting into the Head of HR, has the chance to design and build the Learning & Development function from scratch, as we are at the beginning and look forward to your expertise. This role will be responsible for conceptual and analytical groundwork for HR development at the IPC. From designing the L&D strategy to a competency model and defining career paths to implementing the operational measures - the successful candidate can live out their L&D passion.

CORE RESPONSIBILITIES

- Designing a unified target group and needs-oriented personnel development;
- Developing and implementing development tools (e.g. leadership principles & training programme, competency models, potential assessment processes);
- Developing a contemporary talent management program and support the successful introduction and implementation;
- Systematic assessment of training and qualification needs;
- Planning a learning architecture with digital learning formats on LinkedIn Learning;
- Advising leaders on all aspects of personnel development (e. g. succession planning, talent management, team development, coaching, career planning);
- Implementing measures for the identification of key potentials as well as concepting needs-oriented development programmes for key potentials;
- Planning, organisation and evaluation of workshops, seminars, trainings;
- Moderating workshops and conducting training sessions independently if required;

CORE REQUIREMENTS

For this challenging role, we are looking for a talented, highly motivated and results-oriented team player with a pro-active and hands-on attitude to work and a commitment to inclusive employment practices. The successful candidate will be able to demonstrate comprehensive, up-to-date knowledge and understanding of German employment legislation and best practice and will have proven experience in managing employee relations cases. Key to success in this role is a service provider mentality paired with enthusiasm to drive & enable the organisation.

- Passion for the IPC's vision, mission and values;

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- Several years of in-depth experience in the areas of personnel development, in particular in the conception and implementation of strategic personnel development instruments, talent identification and succession planning as well as development of digital learning content;
- In-depth knowledge in the areas of competence management as well as performance and talent management;
- Very good and tried-and-tested knowledge of modern personnel development tools;
- Sound project management experience, agile and hands-on mentality;
- Passion, empathy and the unconditional will to develop & coach people;
- Strong communicator with a sovereign appearance at all hierarchical levels and a high level of social sensitivity and cultural awareness;
- Very good analytical-conceptual and strategic thinking skills;
- Creativity, a high degree of initiative and will to design, as well as teamwork skills;
- Ability to build successful and collaborative relationships with employees and managers at all levels;
- Very good command of English in spoken and written language.

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 to HumanResourcesJobs@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!

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