



Vacancy

PARALYMPIC GAMES DIRECTOR (F/M/X)

The International Paralympic Committee (IPC) offers the position of a full-time **Paralympic Games Director (f/m/x)** in an international and multicultural team at the IPC Headquarters in Bonn, Germany, starting in the **third quarter of 2023** or as agreed with the successful applicant.

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, a purpose-driven non-profit association, 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. Since 1989, we have been creating change through sport with the Paralympic Games and Paralympic athletes at our core.

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.

ROLE

The **Paralympic Games Director** is accountable to the Chief Paralympic Games Officer and will work within a dynamic and growing department. The role directly supports the Chief Paralympic Games Officer in the strategic planning and operations of the IPC's Games and Events Division (which includes Paralympic Games sport, operations and services, and the games delivery office, as well as

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delivering major events and conferences for the IPC) and will support the delivery of successful Games for each edition (summer and winter).

CORE RESPONSIBILITIES

- Support delivery of the IPC's strategic plan through the work of the Games and Events division.
- Lead and support the management of the Games and Events team, including the development of integrated and resilient cross-functional planning.
- Collaborate with the IPC Games Management Team, the International Olympic Committee (IOC), and the executive leadership of Organising Committees for the Olympic and Paralympic Games (OCOGs) to identify and advance strategic priorities as well as effectively identify and resolve issues during planning and delivery.
- Contribute to creating and maintaining a holistic view of the Games and Events team's projects and priorities and lead and participate in decision-making.
- Identify new opportunities and create strategies to improve and optimise Games Delivery, including the continued evolution of the IPC Games Delivery Model and its related tools, systems, and integration with key delivery partners, such as the IOC.
- Support the implementation and management of the on-site Games Delivery Office at each edition of the Paralympic Games.
- Help to build and maintain close, positive relationships within the Paralympic Movement, especially with Games stakeholders such as the National Paralympic Committees and International Federations.
- Contribute as a member of the IPC's management team in organisational planning and budgeting, decision-making and cross-departmental initiatives.
- Represent the Games and Events division in meetings and other engagement forums, including within the IPC, the IPC Governing Board, the IOC, OCOG and Host Territory leaders, and representatives of the Paralympic and Olympic Movements.
- Engage with the IPC Games-time workforce, contribute to the development of onboarding, lead and motivate the team during Games-time to support successful delivery of the Games.
- Proactively reflect on and propose ideas to improve the effectiveness of organisational systems and processes; participate in discussions with senior management on innovations that improve outcomes for the IPC and Paralympic Games.

CORE REQUIREMENTS

- Share the IPC's vision, mission and values. A deep passion to work within the Paralympic Movement.
- At least 8-10 years of professional experience in project management and/or sport management.
- Experience in the planning and delivery of an Olympic and Paralympic Games or another mega event.
- Able to respectfully lead, collaborate with, and motivate others in an international, multi-cultural environment.
- Able to adapt and maintain a positive, solution-oriented attitude while adjusting plans and processes in complex and evolving situations.
- Proven ability to develop strategies, take initiative when problems arise, use diplomacy and sound judgement to identify and propose solutions, lead decision-making processes as needed, and successfully navigate change.
- Adept at presenting complex information to varied audiences, both verbally and written, in an inclusive and understandable way.
- Confident, professional, and calm when under pressure and during the long working days in the lead-up to, and during the Paralympic Games.
- High attention to detail while maintaining a holistic view of the project and cross-functional impacts.
- Demonstrated experience leading and developing teams.
- Change management experience.
- Excellent verbal and written command of the English language.
- Flexibility in working hours and ability to travel regularly is essential.

DESIRED REQUIREMENTS

- Knowledge and experience in areas related to Games operations and services
- Proficiency in other languages such as French and Italian considered an asset
- Experience working and/or reporting at Executive or Board level
- Experience successfully managing challenging or exceptional situations

For this position, we will review applications and interview candidates on a rolling basis, with a final deadline of 11 August 2023.

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

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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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