Founded on April 14th, 1900, in Paris, the Union Cycliste Internationale (UCI) is the world-governing body for cycling. Its mission is to develop and oversee cycling in all its forms and for everyone, as a competitive sport, a healthy leisure activity and a means of transport. Its headquarters are located in Aigle, Switzerland, at the UCI World Cycling Centre.

The mission of the UCI World Cycling Centre (UCI WCC) is to train, educate and detect athletes across all Olympic and Paralympic cycling disciplines. Prioritising emerging cycling nations, it supports each Continental Confederation and its National Federations with their development needs, while creating opportunities to train at the UCI WCC for higher-level athletes who do not have access to sufficient coaching, infrastructure and competition opportunities within their National Federation.

To lead the UCI WCC, the UCI is looking for a:

Director (100%)

English - French

Mission:

As UCI WCC Director, you lead all the activities of the UCI World Cycling Centre. Reporting to the UCI Director General, you implement the development, solidarity and training strategy defined by the President of the UCI and the UCI WCC.
You are responsible for the overall management of the Centre (operations, infrastructure, human resources and budgets) and oversee its three Poles: the Sport & Development Pole, the Services Pole (including Event & Hospitality) and the International Relations, Solidarity & Training Pole, which you lead directly. As the main point of contact for National Federations and Continental Confederations, you work closely with the International Olympic Committee (Olympic Solidarity) and the UCI governing bodies.

Key responsibilities:

Strategic leadership and governance

- Translate the UCI's development, solidarity and training strategy into an operational action plan for the UCI WCC and its three Poles
- Report regularly to the UCI Director General, the President of the UCI and the UCI WCC, and the UCI WCC governing bodies (Board of Directors of CMC Exploitation SA, Foundation Board and Executive Committee)
- Represent the UCI WCC and the UCI to National Federations, Continental Confederations and the relevant political, sporting and institutional bodies.

Compliance and financial management

- Ensure compliance with UCI rules and processes within the Centre (staff regulations, travel, expenses, purchasing, expenditure commitments and signature delegations), and put the necessary controls in place
- Implement and monitor the recommendations of internal and external audits
- Prepare and manage the operating and investment budgets of CMC Exploitation SA, ensuring financial balance and budget monitoring by Pole
- Manage relationships with the UCI WCC's partners and sponsors.

Sport & Development Pole

- Oversee, through the Head of Sport & Development, the athlete training, detection and development programmes, as well as the Mechanics Workshop
- Ensure the quality of athletes' medical support, the protection of minors (safeguarding) and compliance with integrity and anti-doping rules.

Services Pole (including Event & Hospitality)

- Oversee, through the Head of Services, the operation of the Centre (infrastructure, maintenance, safety), the Le Vélodrome restaurant, the Mon Séjour accommodation centre and the events hosted
- Approve the operating budget and investment projects, develop revenue from services and hospitality, and maintain relationships with public and private partners (municipalities, canton, Confederation).

Management and organisation

- Lead around 45 staff across three Poles, and directly manage the Heads of Pole, the Executive Assistant and the Communication & Digital Coordinator
- Ensure coordination between the Poles and the consistency of the Centre's organisation
- Set SMART objectives and key performance indicators (KPIs) for all staff, with the support of the Heads of Pole
- Oversee the UCI WCC's internal and external communication, in liaison with the UCI Communication Department.

International Relations, Solidarity & Training Pole (direct responsibility)

- Lead the Pole and set its priorities, in line with the UCI strategy
- Oversee relations with National Federations and Continental Confederations, protocol, and the organisation of the UCI Congress and the Presidents' Conference
- Lead the UCI solidarity programme, in liaison with the UCI Development and Solidarity Fund and the IOC's Olympic Solidarity
- Lead the UCI World Cycling Talent programme (Josselin, France) and oversee the continental training camps and the UCI satellite centres
- Oversee training activities (Sports Directors, commissaires, mechanics and coaches) and programmes for National Federations.

Profile & job requirements:

- Minimum of 10 years' experience in a senior management role, ideally in high-performance sport or an international sports organisation, with proven experience leading multidisciplinary teams and managing budgets
- Degree in management, sports management or a related field
- In-depth knowledge of cycling and its training and development challenges, particularly within emerging cycling nations
- Ability to develop appropriate strategies, structures and procedures, with flexibility and pragmatism
- Proficiency in management tools and internal and external communication
- Rigorous in applying internal rules and processes, with experience of working within an institutional framework
- Skilled in building relationships with National Federations, institutions, partners and sponsors, with cultural sensitivity and a strong service orientation
- Committed to athlete welfare, safeguarding and risk management best practices
- Fluent in English and French, both spoken and written; any additional language is an asset
- Impeccable integrity and a strong sense of professional ethics
- A unifying and natural leader, both demanding and humble, transparent and committed, with strong interpersonal and communication skills
- On-site presence required at the UCI World Cycling Centre in Aigle, Switzerland, except when travelling for business
- Flexible schedule and willingness to travel abroad, including weekends and public holidays.

Start date: To be agreed

Joining us means developing your skills, working at the heart of cycling's world governing body, and contributing to the success of one of the world's leading Olympic Federations. If you are interested in this position and match the profile, please send your full application (cover letter, CV, work certificates and diplomas) by email to: job@uci.ch.