

Head of Athlete Welfare & Sustainability

Location: Lausanne, Switzerland (with international travel)
Reports to: Chief – Finance & Operations
Contract Type: Permanent

About Us

Founded in 1892, the International Skating Union (ISU) is the oldest international winter sports Federation and the second oldest International Sports Federation. The ISU is recognized by the International Olympic Committee, governing the sports of Figure Skating and Speed Skating.

Today, the ISU's vision is a world where everyone can experience and enjoy the thrill of skating and our mission is to sustainably grow and improve our sport by prioritizing our skaters, engaging our fans, nurturing partnerships and inspiring communities.

Our DNA is to be Inspiring, Supportive, Unstoppable.

The Role

We are seeking a committed and compassionate **Head of Athlete Welfare and Sustainability** to lead our global athlete support and protection programs and oversee the ISU's sustainability initiatives. This role is key to delivering our mission and designed for someone with **lived experience as an athlete** or with a **strong professional track record in athlete care** — such as a coach, medical professional, physiotherapist, mentor, or welfare officer.

The Head of Athlete Welfare and Sustainability will champion the physical, mental, and social wellbeing of athletes. This includes **health and education initiatives, anti-doping and nutrition education programs, career transition support**, and providing a trusted, confidential contact for athletes who need guidance or feel they are being mistreated. The person will also lead the ISU's sustainability work which involves close collaboration with ISU athletes, ensuring the organisations goals are aligned with , and supported by, the athlete community.

This is a leadership role with a human focus: ensuring that athletes have the tools, knowledge, and support systems they need to thrive during and after their careers.

Key Responsibilities

- **Athlete Health & Wellbeing:** Oversee programs addressing both physical and mental health, ensuring athletes have access to education and support in areas such as injury prevention, recovery, and long-term wellness.
- **Event Medical Matters:** Overseeing, updating and monitoring application of the ISU's Event Medical Guidelines. Working closely with the ISU Medical Committee to ensure latest best practice and implement any learnings.
- **Injury Monitoring:** responsible for a global injury tracking platform, assessing and reporting on data received, and drawing appropriate conclusions, in cooperation with the ISU Medical Committee .
- **Education Programs:** Cooperate with the ISU Integrity Unit and Medical Committee to develop and deliver global athlete education initiatives on key topics including anti-doping, nutrition, safeguarding, and integrity in sport.
- **Career Transition Support:** Establish resources and programs to help athletes plan for life after competition — including education, career development, and mentoring opportunities.
- **Trusted Point of Contact:** Serve as a safe, accessible, and confidential contact to support athletes who may be experiencing mistreatment, safeguarding concerns, or welfare issues. Cooperate with the ISU Integrity Unit to ensure appropriate action where necessary.
- **Policy & Advocacy:** Organize meetings and provide administrative support to the ISU Medical Committee. Present the Committee's reports to ISU Council. Work with international partners, medical experts, and ISU Members to strengthen welfare policies and best practices.
- **Sustainability Initiatives:** animate and develop the work of the ISU Environmental Sustainability Working Group. Collaborate with external organisations to shape and evolve the ISU's goals and projects. Provide inspirational and creative leadership and cement ISU's position as a leader in ice stewardship.
- **Athlete Voice:** Collaborating closely with the ISU Athlete's Committee to gather and reinforce athlete perspectives and wellbeing as central pillars of the ISU's decision-making, serving as an advocate within the leadership structure.
- **Monitoring & Evaluation:** Track the effectiveness of welfare programs, providing evidence-based reports and recommendations for continuous improvement.

About You

We are looking for a leader who combines **personal empathy and credibility** with **professional expertise and strategic vision**.

Essential Requirements:

- Retired athlete, or professional background in athlete welfare, coaching, medicine, physiotherapy, psychology, or a related field.
- Strong understanding of athlete health and wellbeing issues, with knowledge of medical or scientific research a significant advantage.
- Experience designing and delivering education or welfare programs within sport.
- A track record of building trust with athletes and supporting them through challenges.
- Excellent communication skills, with the ability to handle sensitive and confidential issues with integrity and discretion.
- Strong organizational and leadership skills, capable of managing projects and partnerships internationally.
- Commitment to safeguarding, diversity, and inclusion.

Desirable:

- Experience in an international sport environment.
- Qualifications in medical, sports science, psychology, or related disciplines a plus.
- Experience working in athlete support networks, athlete commissions, or similar welfare roles.

What We Offer

- A mission-driven role that puts athletes at the center of the federation's work.
- The opportunity to make a lasting difference in athlete wellbeing and career development worldwide.
- A respected leadership position with international visibility.
- Competitive salary and benefits package.
- Opportunities for international travel and collaboration with leading experts in sport and athlete care.

How to Apply

If you are passionate about athlete wellbeing and want to use your expertise and experience to support athletes globally, we would love to hear from you.

Please submit your CV to jobs@isu.org by 23 October 2025.