

Head of Development & Member Relations

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 looking for an ambitious and visionary **Head of Development & Member Relations** to lead our global development efforts and support the ISU's Membership. The role is key to delivering our mission and is a unique opportunity to drive the growth of our sport worldwide — from **introducing it to new regions and communities**, to **building pathways that take athletes from their first experience all the way to the elite stage**, and **ensuring coaches and federations have the tools they need to succeed**.

The Head of Development will be both strategist and leader, working with our Member federations, partners, and stakeholders to create meaningful change and long-term impact. They will lead a small team administering the distribution of Development Funds to ISU Members.

Key Responsibilities

- **Drive, shape & implement the Program:** Design and deliver a bold global development strategy that grows the sport at every level.
- **Support our Key Stakeholders:** Provide a centralized point of contact for the ISU Members encouraging exchange and communication.

- **Facilitate Grassroots Growth:** Provide innovative tools, resources, and solutions to help Member federations strengthen their local programs and expand opportunities for children, youth, and communities to discover and enjoy skating.
- **Expand Global Reach:** Open new doors by supporting regions and nations where the sport is emerging or under-represented.
- **Build Pathways to Excellence:** Ensure athletes everywhere can progress through a clear and supportive pathway to elite levels.
- **Develop Coaches & Leaders:** Create and implement education, training, and mentoring programs to raise coaching standards globally.
- **Forge Partnerships:** Work closely with the IOC and the Olympic Solidarity program as well as public bodies to expand the sport's reach and sustainability.
- **Measure Impact:** Track, evaluate, and showcase the success of development initiatives worldwide.
- **Improve and monitor Member Governance:** set Member governance criteria and oversee tools to monitor progress, collect data and keep regularly updated information about the global state of skating.

Who You Will Work With

- **ISU Council** – the ISU Council will set the strategic development path; they will validate the proposals from the Head of Development and receive regular reports measuring the impact of funding and activities
- **ISU Members** – the ISU Members play a dual role of customer and source of knowledge and expertise. The Development team will assess Member projects, review and audit funding requirements and project reports. The team will interact with Members to learn from national programs and take best practices onto an international level.
- **Development Committee** – the Development Committee will provide technical expertise and guidance, validating choices of experts, coaches, and technical specialists.
- **President's Office** – you will collaborate closely with the ISU President's office on all Member relations matters
- **ISU team** – you and your team will work transversally with ISU sports and other departments to implement and optimize the Development goals.

About You

We are seeking a leader with a **proven track record of success in sport development or a related field**. You are driven by purpose, motivated by results, and passionate about harnessing the power of sport to transform lives.

You will bring:

- Demonstrated experience in leading adaptable sport development strategies, at the international level, for stakeholders.
- A history of delivering measurable impact in growing grassroots participation, talent pathways, or coach development.
- A track record of a collaborative and innovative approach, learning from other organizations and pushing best practice out across stakeholders.
- Exceptional communication and leadership skills, with the ability to engage diverse communities and inspire and enable collaboration.
- Strong organizational and project management capabilities, with the ability to lead multi-country programs.
- A willingness to travel internationally and connect with stakeholders at all levels of the sport.

What We Offer

- A mission-driven role where your leadership will directly shape the global future of Figure Skating and Speed Skating.
- The chance to make a lasting impact by empowering athletes, coaches, and communities around the world.
- A supportive and collaborative international environment.
- Competitive salary and benefits package, with extensive travel and networking opportunities.

How to Apply

If you are ready to bring vision, energy, and proven expertise to one of the most influential roles in international sport, we want to hear from you.

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