Founded on 14 April 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.

The UCI WCC is organised into three Poles: the Sport & Development Pole, the Services Pole (including Events & Hospitality) and the International Relations, Solidarity & Training Pole, the latter being led directly by the UCI WCC Director.

To strengthen its Sport & Development Pole, the UCI WCC is looking for a:

Head of Sport & Development (100%)

English - French

Mission:

As Head of Sport & Development, you play a key role at the UCI World Cycling Centre (UCI WCC). Reporting directly to the UCI WCC Director, you lead the Sport & Development Pole and are responsible for the strategic and operational development of the athlete programmes, overseeing the coaches and the Mechanics Workshop, and contributing decisively to the design and success of the training courses delivered by the UCI WCC teams.
You bring together coaches, technical staff, trainers and athletes around shared performance objectives, ensuring the delivery of world-class training and performance support across all disciplines, in a demanding and constantly evolving international environment.

Key responsibilities:

Leadership and management

- Lead the Sport & Development Pole team: coaches across disciplines, the UCI WCC Women's Continental Team staff and the Mechanics Workshop
- Set SMART objectives and KPIs for the Pole's staff, in line with the UCI WCC Director's objectives, and conduct their annual reviews
- Advise the UCI WCC Director on performance and programme development
- Work with the Services Pole and the International Relations, Solidarity & Training Pole, and support special projects as required
- Foster a high-performance culture focused on athlete development, technical excellence and well-being.

Athlete training and performance programmes

- Design, implement and monitor the training and development programmes of athletes hosted at the UCI WCC, in line with the UCI strategy
- Organise training camps, courses, seminars and meetings for athletes and coaches
- Ensure the implementation and regular review of Individual Performance Plans (IPPs)
- Implement and monitor athlete performance measurement and data tracking systems
- Supervise the Mechanics Workshop and the preparation and maintenance of equipment.

Talent identification and athlete pathways

- Set up and run a detection programme for athletes and coaches, and ensure their follow-up
- Develop athlete pathway criteria and guidelines, including for the UCI Regional and Continental Development Satellites
- Provide technical support to the continental training camps and the UCI World Cycling Talent programme (coaching staff, programme content, mechanical support)
- Identify certified coaches and mechanics from UCI WCC courses and integrate qualified interns into programmes, with the Training & Education Unit.

Athlete welfare, medical support and integrity

- Oversee the recruitment, reception, accommodation and socio-educational activities of athletes, with the Services Pole
- Ensure the quality and compliance of athletes' medical follow-up, with the UCI Medical Director and referring doctors
- Implement the safeguarding policy across all programmes, with the UCI Integrity Unit
- Ensure compliance with integrity and anti-doping rules, and with athlete welfare and risk management standards.

Profile & job requirements:

- Minimum of 10 years' experience in a similar role, with proven experience leading multidisciplinary teams and aligning programmes with long-term development goals
- In-depth knowledge of Olympic and Paralympic cycling disciplines, training methods and teaching approaches
- Experienced in athlete tracking, Individual Performance Plans (IPPs) and data-driven coaching strategies
- Strong understanding of athlete progression, particularly within emerging cycling nations
- Excellent planning, budgeting and coordination skills across logistics, operations and development pathways
- Rigorous in applying internal rules and processes, with experience of working within an institutional framework
- Skilled in building relationships with National Federations, partners and sponsors, with cultural sensitivity and openness to diverse international communities
- 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.