



Position: Development Manager & Whitewater Technical Advisor

Reporting to ICF Global Director of Development

The Development Manager & Whitewater Technical Adviser supports the ICF's global efforts to grow and strengthen whitewater disciplines. This role contributes to the development and implementation of strategies for Olympic discipline, Canoe Slalom and Kayak Cross, as well as other whitewater disciplines including Wildwater Canoeing, Canoe Freestyle, and Canoe Polo.

Working in close collaboration with ICF discipline committee chairs, continental development leads, ICF Excellence Centres, National Federations, and other key stakeholders, the role focuses on translating strategic development objectives into impactful programmes and technical support. A key aspect of the role is analysing the global landscape of whitewater development and prioritising actions that offer the greatest potential for sustainable, long-term impact at local, regional, and international levels.

The position sits within the ICF Development Department and contributes actively to the team's collective planning, coordination, and delivery of global development initiatives.

To succeed in this role, the individual must bring extensive experience, high motivation, exceptional leadership qualities, and a strong passion for sports development. The Development Manager & Whitewater Technical Adviser must inspire others, manage multiple priorities effectively, and demonstrate strong project management capabilities. A deep understanding of whitewater paddlesport, and the broader sports industry, is essential. Ultimately, this role requires a firm commitment to making a lasting and positive contribution to the growth of paddlesport.

Responsibilities

Strategic Development & Analysis

- Contribute to the design and execution of ICF development strategies for all whitewater disciplines, with particular focus on Canoe Slalom as the core Olympic discipline.
- Conduct global assessments of whitewater development, identifying challenges and high-potential areas for growth. Support and leverage the ICF Excellence Centre strategy to align whitewater initiatives with broader development priorities.
- Assist in the planning and delivery of athlete development initiatives, including regional training camps and talent exchange programmes between National Federations, especially those linked to ICF Excellence Centres.
- Help National Federations and continental confederations develop structured, sustainable talent pathways that foster long-term athlete progression and retention.
- Prioritise actions based on their potential to deliver, high-impact outcomes.

Education & Capacity Building

- Develop coach and official education programmes grounded in a structured whitewater coaching framework, and support the standardisation of high-performance learning across the ICF.
- Contribute to the development of a modern ICF education hub with online modules, video content, and blended learning tools to assist emerging coaches and developing federations.
- Facilitate knowledge-sharing by drawing on the expertise of top-performing nations to support broader whitewater talent pathway development across the ICF network.

Funding & Partnerships

- Identify and pursue funding opportunities (e.g. Olympic Solidarity, national sport grants) to support whitewater development.
- Assist partner organisations in preparing and submitting funding proposals.

Technical Advisory

- Provide technical guidance to National Federations with limited experience in areas such as course design, competition formats, or event delivery, ensuring alignment with ICF standards.
- Contribute to the evolution of whitewater disciplines by advising ICF sport and event teams on innovation and improvement opportunities.

Profile

- A minimum of 10 years' experience in sports management, with a strong background in sport development, competition delivery, and strategic planning.
- In-depth expertise in whitewater disciplines, particularly Canoe Slalom, Kayak Cross, and Wildwater Canoeing; experience in Freestyle and Canoe Polo is advantageous.
- Proven experience delivering athlete development and talent pathway programmes, preferably in an international or federation-level context.
- Ability to analyse development needs and prioritise actions that deliver long-term, sustainable impact.
- Experience designing and delivering education programmes, both online and in person.
- Familiarity with international sport development funding structures and grant writing.
- Excellent communication and interpersonal skills, with the ability to work effectively across cultures and stakeholder groups.