



Africa and Europe Continental Manager

Reporting to Global Director of Development

Location: Budapest Headquarters

Position Overview:

The Africa and Europe Continental Manager is responsible for leading the growth and development of paddlesport across Africa and Europe. Based in Budapest and reporting to the Global Director of Development, the role plays a central part in the delivery of the ICF's strategic ambitions, especially under the 'Fit for Future' initiative.

The successful candidate will work to empower athletes, coaches, and national federations by developing sustainable systems and impactful programmes. This role demands strong intercultural skills, leadership in sports development, and a deep commitment to inclusivity and long-term growth across a diverse geographic region.

Key Responsibilities:

- Implement the ICF's development strategy across Africa and Europe in line with the federation's global objectives.
- Support national federations to create strong governance structures and sustainable development models.
- Facilitate the establishment and delivery of continental training camps and coach education programmes.
- Identify high-potential athletes and support their inclusion in the Talent Identification Programme (TIP) and ICF Excellence Centres.
- Lead the organisation of ICF Level 1 and Level 2 coaching and officiating courses in collaboration with local partners.
- Assist in building local and regional competition calendars, including support for youth and grassroots paddlesport formats.
- Monitor and enhance club-level participation and promote inclusive, accessible programmes targeting youth engagement.
- Foster partnerships with universities, training institutions, and Olympic Solidarity to provide long-term development opportunities.
- Serve as a key liaison between ICF and national federations, ensuring regular communication, evaluation, and reporting.
- Support the delivery of ICF corporate development events such as the Women's Symposium and regional workshops.
- Actively contribute to the creation of blended learning and digital education content tailored for African and European contexts.
- Undertake special projects or tasks as assigned by the Line Manager or the Secretary General.

Education and Skills Requirements:

- Proven experience in paddlesport development, ideally with a focus on canoe slalom, sprint, or whitewater.
- Coaching qualifications (ICF Level 2 or equivalent) and knowledge of water safety procedures.
- Experience in organising and delivering competitions and athlete development programmes.
- Familiarity with Olympic Solidarity processes, educational frameworks, or sport governance is an asset.
- Fluency in English essential; proficiency in French or other regional languages is highly desirable.
- Willingness to travel extensively across Africa and Europe and work in varied settings.
- High level of IT literacy and comfort with digital collaboration tools.
- Demonstrated ability to build and manage relationships with diverse stakeholders across continents.
- In-depth understanding of sports development structures, particularly within Africa and Europe.
- Strong communication and intercultural skills; able to work across languages and cultural settings.
- Organised, proactive, and capable of working independently within a broader team strategy.
- Commitment to equality, sustainability, and the long-term advancement of paddlesport.
- A genuine passion for canoeing and its potential to empower communities and individuals.