

If you have an unimpeachable integrity, you are rigorous, objective, analytical and methodical, with a strong sense of team work and team spirit and excellent communication and inter-personal skills. You are strongly motivated and resourceful about achieving set goals with initiative and innovative thinking and an excellent attention to detail, please join our amazing team!

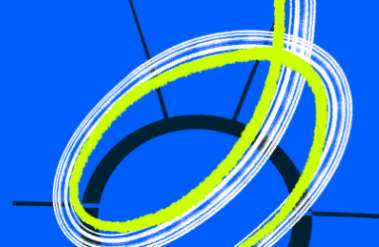
The AIU is looking for an [Intelligence Operations Manager](#) to lead the AIU's intelligence activities across the integrity space in International Athletics. The Intelligence Operations Manager is responsible for developing, enhancing and managing the AIU's intelligence operations, with a specific focus on Proactive Reporting and Confidential Human Source (CHS) development. The Intelligence Operations Manager supports all integrity functions, with a focus on influencing the AIU's anti-doping testing program and identifying new investigative leads across the full integrity space. The Intelligence Operations Lead liaises with relevant stakeholders to share intelligence reporting, as well as benchmark the AIU's program to ensure a consistently high-level approach to intelligence operations.

World Athletics is the International Federation for the sport of Athletics. Its role is to promote and develop the sport of athletics as well as protecting its integrity worldwide. In April 2017, World Athletics launched the Athletics Integrity Unit ("AIU"), which is responsible for the implementation of World Athletics' anti-doping and integrity programmes globally.

In 2019, World Athletics established a framework of anti-doping requirements for its 214 Member Federations, designed to ensure that strong and effective anti-doping programmes in Athletics are in place at domestic level and to create greater accountability of National Federations. World Athletics has asked the AIU to monitor, evaluate and report on National Federations' compliance with their anti-doping obligations under World Athletics Anti-Doping Rules.

Key responsibilities:

- Manage and enhance the AIU's Proactive Reporting mechanisms to develop actionable intelligence and convert reporters into ongoing CHS cases.
- Recruit, manage and refresh a stable of CHS' to enhance the AIU's tactical understanding of the prevalence of integrity threats to international athletics.
- Deploy to relevant World Athletics events in order to support CHS development and/or other relevant AIU activities.
- Develop and maintain the AIU's CHS, Proactive Reporting and other relevant policies, in consultation with the AIU's Case Management Department.
- Oversee the assessment and dissemination of AIU intelligence reporting to relevant internal and external partners in a timely fashion.
- Liaise with other anti-doping and sports integrity bodies to pursue joint operational opportunities, enhance information sharing and enhance intelligence collection in sports integrity more broadly.
- Inform the AIU's Education and Communications strategies and activities based on assessed and reliable intelligence reporting.
- Work within, and influence the enhancement of, the AIU's information management systems.



- Represent the AIU on relevant expert working groups, conferences and other public forums as required.
- Ensure I&I effective working relationships with all departments and teams within the AIU.
- Maintain and develop effective working relationships with external stakeholders in all themes in the integrity space of international athletics, including law enforcement agencies, government departments, border forces, international sports entities, doping control providers and event organisers.
- Additional duties as required by the Head of I&I and/or Head of the AIU.

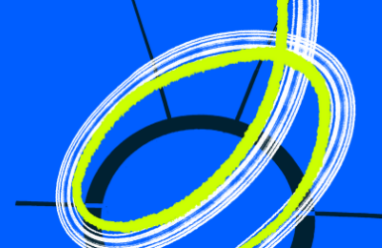
Skills and experience:

- Extensive experience in recruiting and managing Confidential Human Sources, including contributing to the development and refinement of policies and procedures guiding such.
- Experience managing Proactive Reporters (Whistleblowers), including making assessments of reliability and credibility on limited information.
- Excellent investigative, intelligence and analytical skills.
- Experience in working collaboratively with investigative and/or legal partners to convert intelligence reporting into evidence to support prosecutions.
- Experience in international entities, and in international operational field-work.
- Strong understanding of confidential information management processes, procedures and technical solutions to support such.
- Interest in sport and knowledge of athletics beneficial.
- Customer service focus and capabilities.
- Ability to think outside the box and propose solutions.

What we offer

- Comprehensive package, including medical, life insurance and income protection (Monaco-based employees only).
- A talented team of passionate individuals who love what they do.
- Professional development opportunities.
- Casual and inclusive atmosphere with people of diverse backgrounds, lifestyles, and nationalities.
- Wellbeing and teambuilding initiatives and activities throughout the year (travel, ski, etc.).
- Exceptional work and living environment in Monaco: sea and mountains on the doorstep, 300 days of sun per year and a safe and secure community.

World Athletics is an equal opportunity employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, ethnicity, disability, age, sexual orientation, gender identity, religion and belief.



To apply candidates should send the following in English emploi@worldathletics.org before 13 June 2025:

- Letter of application highlighting your motivation for the post and relevant experience
- Up to date curriculum vitae
- Names and contact details for three referees (referees will not be contacted until final interview stage)



ATHLETICS INTEGRITY UNIT

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