

# INDEPENDENT MEMBERS OF THE ATHLETICS INTEGRITY UNIT BOARD

## POSITION DESCRIPTION

### Role

The role of the Athletics Integrity Unit ('AIU') is to protect the integrity of Athletics. It does this through education and testing, and by investigating and prosecuting anti-doping rule violations and other breaches of integrity within the World Athletics Rules and Regulations including the Integrity Code of Conduct and Rules based on the World Anti-Doping Code.

The AIU operates independently of World Athletics in accordance with the World Athletics Constitution. The AIU Board governs the AIU and is responsible for approving and reviewing the AIU's strategy, annual plan, policies and procedures, as well as approving its budget (subject to the World Athletics Executive Board's allocation of funding). The AIU Board monitors the overall performance of the AIU, including appointing and monitoring the performance of the Head of the Unit in carrying out the agreed strategy and the annual plan. The AIU Board has a duty to act independently of organs of World Athletics but is required to report to the World Athletics Congress annually and at every World Athletics Council meeting and as requested. Further information about the AIU and its activities can also be found in the World Athletics Annual Report and Accounts available [here](#).

### Composition

The membership of the AIU Board is as follows:

- one (1) Independent Chairperson
- four (4) further Independent Members
- a World Athletics Council Member appointed by Council (non-voting)
- the Head of the Athletics Integrity Unit (non-voting).

### Criteria

Independent Members must have the following attributes:

- each Independent Member must have governance experience;
- collectively, the five Independent Members (including the Independent Chairperson) on the AIU Board must have significant skills and experience in anti-doping, other integrity matters and the law.

In addition, the following attributes are preferred for all applicants:

- impeccable integrity
- experience in the field of anti-doping and/or other sports integrity matters
- an ability to understand the 'big picture' and to assist in developing strategic partnerships across the sporting landscape at an international level
- an influential, effective individual; open in communicating with others across multi-cultural boundaries

## Responsibilities

The AIU Board has amongst others the following duties, powers and responsibilities:

- to protect the integrity of Athletics and World Athletics, acting at all times in good faith and in the best interests of the AIU;
- to play a full part in ensuring the AIU Board arrives at balanced and objective decisions in the performance of its agreed role and functions, including and especially:
  - approving and reviewing a strategic plan for the AIU and regularly monitoring progress against that strategic plan;
  - identifying and managing the risks of the AIU;
  - approving and reviewing an annual plan and budget and regularly monitoring progress against the annual plan and budget;
  - appointing and monitoring the performance of the Head of the AIU;
  - approving decisions of the Head of the AIU whether:
    - there exists a case to answer for non-analytical Doping and Non-Doping Violations as set out in the Rules;
    - World Athletics will appeal decisions of the Disciplinary Tribunal to CAS;
    - World Athletics will participate in any appeal or other proceeding before CAS or any other tribunal to which World Athletics is not a party
  - monitoring the overall performance of the AIU;
  - reporting to the World Athletics Member Federations annually and at every World Athletics Council meeting and as requested.
- to contribute to a positive and effective communication surrounding the work of the AIU with all key stakeholders, international partners and media.

Further details about the AIU and the AIU Board are set out in the [Athletics Integrity Unit Rules](#).

## Appointment

The World Athletics Congress will appoint the new Independent Members (including the Independent Chairperson) upon the recommendation of the Integrity Unit Board Appointments Panel. The members of this Panel can be found [here](#) <sup>1</sup>. The Panel operates separately and independently from World Athletics and is responsible for identifying, recruiting, assessing and making the recommendations of those persons it considers will best suit the available positions.

In deciding on the recommended applicants, the Panel is required to identify the skills, expertise and experience which may be necessary on the AIU Board including the requirements (as set out in the World Athletics Constitution) that:

- each member must have governance experience; and
- between all the members, have significant skills and experience in anti-doping, other integrity matters and the law.

Applicants must be 18 years of age or older; cannot be staff members and must not otherwise be ineligible.

Applicants should be fluent in written and spoken English. The ability to speak in French or Spanish is desirable but not essential.

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<sup>1</sup> Pursuant to Article 74.2(a) of the Constitution if the current Independent Chairperson and all the current Independent Members of the AIU Board are seeking reappointment, then the current Council Member on the AIU Board shall sit on the IUBAP.

To be an Independent Member, an applicant cannot be a member of any Commission, Working Group or any other body of World Athletics or hold any other position within World Athletics.

### Term

The term for the AIU Board members approved by Congress will be approximately four years, beginning at the first World Athletics Council meeting following the 2023 World Athletics Congress meeting and concluding at the first World Athletics Council meeting after the 2027 World Athletics Congress meeting. Members of the Integrity Unit Board may be re-appointed for further terms of office without limitation.

### Procedures

The AIU Board meets approximately four times per year (two in person) with additional ad hoc meetings held from time to time. Consultation and decisions meetings may be either by video conference or by email.

### Remuneration

The fees paid to AIU Board Independent Members are:

- USD\$15, 000 per annum
- A per diem of USD\$150 when travelling to and attending AIU in person meetings

in addition, travel, accommodation and other reasonable expenses incurred as part of the role are reimbursed in accordance with World Athletics policy.

### Vetting

The appointment of any person to be a member of the AIU Board is subject to the person being Eligible (as defined in the World Athletics Constitution), including satisfying an Integrity Check by the Vetting Panel in accordance with the World Athletics Vetting Rules.

### How to Apply

Applications to the email address [panel-candidates@worldathletics.org](mailto:panel-candidates@worldathletics.org) must include the following:

- A full **Curriculum Vitae**
- A letter detailing the Applicant's suitability (against the criteria listed) for one of the Independent Board Member positions, outlining their skills and experience; how they will contribute to the AIU Board and the reasons for applying
- **Confidential contact details** including address (work and home), telephone numbers (including mobile) and confidential email address
- **Referees:** full contact details of three referees. Please note that referees will only be contacted after prior consultation with the Applicant. It is the applicant's responsibility to ensure that referees are willing to provide a reference when contacted by any member of the selection team.

**Applications close at 18:00 CEST on 10 May 2023.**

World Athletics welcomes applications from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.