

# INDEPENDENT MEMBERS OF THE ATHLETICS INTEGRITY UNIT BOARD

## POSITION DESCRIPTION

### Role

As part of its programme of governance and integrity reforms, World Athletics established the independent Athletics Integrity Unit (AIU) in April 2017.

The role of the 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 Board governs the Athletics Integrity Unit and is responsible for approving the AIU's strategy, annual plan, policies and procedures for the Unit, as well as approving its budget (subject to allocation from the World Athletics Executive Board). The AIU Board monitors the overall performance of the Unit, including appointing and monitoring the performance of the Head of the Unit in carrying out the agreed strategy and the annual plan. The Board is required to report to the World Athletics Congress annually and to the World Athletics Council at every in-person meeting of Council and as requested.

Changes to the World Athletics Constitution in 2019 expanded the membership of the AIU Board by adding two additional Independent Members (to make a total of five Independent Members). The term of office for the inaugural two additional Independent Members was a 2-year period until 2021 and World Athletics is now seeking applications for the two Independent Members to be recommended for approval at the 2021 World Athletics Ordinary Congress for an appointment of approximately two years until 2023.

### Composition

The membership of the AIU Board is as follows:

- five (5) Independent Members, one of whom is the Chairperson
- a World Athletics Council Member appointed by Council (non-voting)
- the Head of the Integrity Unit (non-voting).

### Criteria

Independent Members must have the following attributes:

- each Independent Member must have governance experience;
- collectively, the five Independent Members 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 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 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 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 to the World Athletics Council at every in-person Council meeting.
- 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 upon the recommendation of the Integrity Unit Board Appointments Panel.

This Panel comprises:

- a. an independent person, appointed by Council, who is experienced in governance and the functions and appointment processes of directors. This person is the Chairperson of the Panel;
- b. Chair of the AIU Board; and,
- c. a Council Member, elected by Council.

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 (as described in the World Athletics Constitution).

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

To be an independent member, an applicant cannot be a member of any committee or body of World Athletics or hold any other position within World Athletics.

### Term

The term for the two AIU Board members approved by Congress will be approximately two years, beginning at the first World Athletics Council meeting following the 2021 Ordinary Congress and concluding at the first World Athletics Council meeting after the 2023 Ordinary Congress. Members of the Integrity Unit Board may be re-appointed for further terms of office without limitation.

### Procedures

The AIU Board meets on the average six times per year (three in person).

An annual fee is payable to AIU Board Members in addition to reimbursement of travel and other reasonable expenses incurred in the role 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 Member 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 you. 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 CET on 30 June 2021.**

World Athletics is an equal opportunities employer and welcomes applications from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.