



IBU



**INDEPENDENT MEMBER
OF THE BIATHLON
INTEGRITY UNIT BOARD**



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ROLE

In December 2019, as part of its programme of governance and integrity reforms, the International Biathlon Union established the operationally independent Biathlon Integrity Unit (BIU).

The role of the BIU is to protect the integrity of biathlon. It does this through partnership working, education, intelligence gathering, investigations and prosecuting rule violations and other breaches of integrity (including anti-doping).

The BIU Board governs the Biathlon Integrity Unit and is responsible for approving the BIU's strategy, annual plan, policies and procedures for the Unit, as well as approving its budget. The BIU 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 reports to the IBU Congress and cooperates with the IBU Executive Board

Following the recent departure of one of the BIU's Independent Board Members, the IBU is now seeking applications for appointment of one new Independent Member.

COMPOSITION

The membership of the five (5) person BIU Board is as follows:

- Three (3) Independent Members, one of whom is the Chairperson (Louise Reilly)
- International Biathlon Union Executive Board (EB) Member elected by the EB (non-voting)
- The Head of the Integrity Unit (non-voting)

CRITERIA

Independent Members must have the following attributes:

- Demonstrable governance experience
- Skills and experience in sports related integrity matters, including anti-doping, match-fixing, safeguarding and the law
- Impeccable integrity

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

- 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
- German language skills

RESPONSIBILITIES

The BIU Board has the following duties, powers and responsibilities:

- To protect the integrity of biathlon, acting at all times in good faith and in the best interests of the BIU
- To play a full part in ensuring the BIU 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 BIU and regularly monitoring progress against that strategic plan
 - Identifying and managing the risks of the BIU
 - 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 BIU
- Approving decisions of the Head of the BIU whether:
 - There exists a case to answer for IBU Rules Violations
 - The IBU will appeal decisions of a First Instance Panel to CAS Appeals Division
 - The IBU will participate in any appeal or other proceeding before CAS or any other tribunal to which the IBU is not a party
- During Congress, reporting to the IBU's Member Federations
- Contributing to a positive and effective communication surrounding the work of the BIU with all key stakeholders, international partners and media

APPOINTMENT

- The IBU Executive Board will appoint the new Independent Member upon the recommendation of the IBU Vetting Panel.
- The Panel operates separately and independently from the IBU and is responsible for identifying, recruiting, assessing and making the recommendations of those persons it considers will best suit the available position on the BIU Board.
- In deciding on the recommended applicants, the Panel is required to identify the skills, expertise and experience which may be necessary on the BIU Board including the requirements (as set out in the IBU Constitution)
- The BIU Board meets on average eight times per year (two in person)
- An annual stipend is payable to BIU Board Members in addition to reimbursement of travel and other reasonable expenses incurred in the role in accordance with IBU policy.

VETTING

The appointment of any person to be a member of the BIU Board is subject to the person being considered Eligible (as defined in the IBU Constitution¹), including satisfying an Integrity examination by the Vetting Panel in accordance with the IBU Vetting Rules.

HOW TO APPLY

Applications to the email address alex.marshall@biathlonintegrity.com must include the following:

- A full Curriculum Vitae
- A letter detailing the Applicant's suitability (against the criteria listed above) for one of the Independent Member Board Member positions, outlining their skills and experience; how they will contribute to the BIU Board and the reasons for applying
- Contact details including address (work and home), telephone numbers (including mobile) and confidential email address (all information stored in accordance with GDPR)
- Suitable 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 28 November 2022

The IBU 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.

¹:https://assets.ctfassets.net/cz0vl36hcq0x/2kyfIHOP4BhI9GK5o3FiZl/79b93ef-c73a32cdfb52481c913a6c850/1_Constitution_2022.pdf