



M/22/20
Monaco, 23 April 2020

To: **MEMBER FEDERATIONS**
Copy: Council Members
Executive Board Members
Commission Chairpersons
Area Associations
Dentsu Athletics

Re: **World Athletics Screening Panel – Independent Member Appointment**

Dear all,

As part of its programme of governance and integrity reforms, World Athletics established a Vetting Panel to decide whether persons seeking to be, or who are, World Athletics Officials, are eligible to take or remain in office.

To ensure that members of the Vetting Panel also meet the same high standards of conduct and integrity as all other World Athletics Officials, World Athletics established a Screening Panel whose role is to determine the eligibility of the prospective and existing Members of the Vetting Panel.

Following a recent vacancy in the membership of the Screening Panel, World Athletics is recruiting **one member** to join this Panel. Please refer to the appendix for the Position Description, which can also be found [here](#) on the World Athletics website.

Please share this information and Position Description with any individuals who have the required experience and skills and who might be interested in applying. The closing date for applications is **5 June 2020**. Applications should be submitted to the Nominations Panel at the following email: panel-candidates@worldathletics.org.

If you have any questions concerning the appointment process, please send them to Gordon Orlikow, Convenor of the Nominations Panel at nominations.panel@worldathletics.org.

Kind regards,

Jon Ridgeon
Chief Executive Officer

Appendix: Independent Member of the World Athletics Screening Panel – Position Description

Members of the World Athletics Screening Panel

Position Description

Role

As part of its programme of governance and integrity reforms, World Athletics established a Vetting Panel in 2017, whose role is to decide whether persons seeking to be, or who are, World Athletics Officials are eligible to take or remain in office.

To ensure that members of the Vetting Panel also meet the same high standards of conduct and integrity as all other World Athletics Officials, World Athletics established a Screening Panel whose role is to determine the eligibility of the prospective and existing Members of the Vetting Panel.

Following a recent vacancy in the membership of the Screening Panel, World Athletics is recruiting **one member** to join this Panel to serve from the date of appointment by Council to August 2023.

Composition

The Screening Panel comprises two persons who are independent of World Athletics.

Criteria

The members of the Screening Panel must have significant legal experience, as well as experience in the vetting or screening of applicants and candidates to official positions.

The specific attributes of persons seeking to apply for this position are:

- A person of impeccable integrity
- Significant governance experience, or experience in the vetting or screening of applicants or candidates to official positions
- Strong legal knowledge, preferably in the context of sport
- Experience of the Court of Arbitration for Sport an asset
- Fluency in written and spoken English is required, and French desirable.

Appointment and Term

The term of office commences on the date of appointment by Council (proposed to be in July 2020) and expires at the conclusion of the 2023 Election Congress. Members can be reappointed for further terms of office.

The World Athletics Nominations Panel is responsible for recommending to the World Athletics Council the preferred candidate for appointment to the Screening Panel following completion of the search and selection process.

Responsibilities

The Screening Panel has the same duties, powers and responsibilities as the Vetting Panel, and follows the same procedures for conducting the Vetting. These responsibilities include:

- To act at all times independently of World Athletics, for the sole purpose of conducting a full and fair assessment of the Eligibility of each Applicant and Existing Vetting Panel Member.
- To instruct and oversee review by the Ethical Compliance Officer of the information disclosed by Applicants and Existing World Athletics Vetting Panel Members in accordance with the Rules.
- To instruct and oversee the gathering of additional information by the Ethical Compliance Officer from publicly available sources and external business intelligence agencies as deemed necessary by the Panel for a proper determination of Eligibility.

Members of the World Athletics Screening Panel

- To make decisions on Eligibility in a timely and efficient manner in accordance with the timeframes set out in the Rules, and to report to Council accordingly.
- To report issues and matters of concern to the Head of the Athletics Integrity Unit where considered to be potentially relevant to the work of the Athletics Integrity Unit.

Further details about the Screening Panel and Vetting Panel are set out in the Vetting Rules at <https://www.worldathletics.org/about-iaaf/documents/book-of-rules> under Book B: Organisation – B3.2.

Procedures/ Administration

The Screening Panel works on an ad hoc basis as necessary to respond to the need to conduct vetting in accordance with the World Athletics Vetting Rules. The Panel largely conducts its work by conference calls and emails to fulfil its responsibilities.

The Screening Panel is assisted in its work by the Ethical Compliance Officer.

As the Vetting Panel is appointed every four years, reviewing the applications of prospective candidates for the Vetting Panel is expected to take place principally in the first quarter of 2023. In addition, the Screening Panel may be convened at any other time during the 4-year period if any vacancy arises in the membership of the Vetting Panel or if a Panel Member's Eligibility needs to be re-considered.

The positions on the Screening Panel are voluntary, however World Athletics reimburses any travel or other expenses incurred in the role and provides a nominal allowance.

How to apply

Applications to the email address panel-candidates@worldathletics.org must include the following:

- A full **Curriculum Vitae**
- **Confidential contact details** including address, 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 CEST on **5 June 2020**.

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.