

POSITION



JOB TITLE :	Director of Competition and Events
DEPARTMENT :	Competitions & Events
POSITION HELD BY :	
REPORTING TO :	CEO
MANAGING OTHERS :	Yes

Type of contract :	Unfixed term contract CDI	Status :	Cadre	Level :	Director
Time :	Full time	Travel :	Extensive		

ABOUT IAAF / WORLD ATHLETICS

World athletics – WA - (formerly The International Association of Athletics Federations – IAAF-) is the international governing body for the sport of athletics that includes track, field and road events. It includes 6 continental federations and 214 national federations, each a member of the WA.

“WA organises the leading athletics competitions worldwide including the World Athletics Series (WAS) of events and its flagship the biennial WA World Championships and administers One-Day Meeting circuits such as the World Indoor Tour and Diamond League and Road Race Label events. Athletics is the no. 1 sport in the Olympic Games and its vision is to be a top 4 global sport by 2020. The mission of the WA is to lead, govern, and develop the sport of Athletics in all its forms worldwide uniting the Athletics family in a spirit of Excellence, Integrity and Solidarity.”

WA is based in Monaco, has a staff of over 90 representing 20 different nationalities. Lord Sebastian Coe was elected as the current WA President in August 2015, reelected in 2019 and has since instigated a period of high-profile organisational transformation and modernisation as well as wide-spread reforms across the sport globally.

The sport continues to undergo radical review which includes remaining relevant, revenue generation, rule reviews, relationships, rebranding, reengineering elements of the sport and reconnecting the world’s biggest sport movement, running, with the elite events that people love to watch. Needless to say, this is an exciting, stimulating and busy time to join World Athletics.

GENERAL OVERVIEW OF THE POSITION

Competition is the life-blood of our sport and is of critical importance to World Athletics. Reform and evolution to our competitive formats will be a key focus over the next four years.

The Director of Competition and Events will be managing a team of 15 individuals and be responsible for the delivery of world-class athletics events: he/she must ensure he/she remains connected with sports development, trends.

She/he will propose a vision with strategic innovative ideas which will arouse the interest of an ever-increasing number of spectators and partners from all walks of life in order to promote and develop our sport.

This position will work closely with the CEO and other directors.

POSITION



DESCRIPTION OF KEY RESPONSIBILITIES OF THE POSITION

The Director of Competition and Events responsibilities include but are not limited to:

- Development, Planning and Delivery of the Global Calendar (WAS Events, One Day meetings, Exhibition, Running Circuit, etc.).
- Develop an innovative vision for Athletics for the coming years together with the CEO and leadership team members.
- Development of a new continental circuit of leading One Day Meets.
- Development of a Running Strategy leading to mass participation revenues & higher global participation levels.
- Development of a Host venues strategy to ensure a vibrant roster of potential host cities to stage our major events.
- Development of Services to external organisations to generate best practice and revenues
- Reporting regularly on the progress of all sports components, sports services, operations and planning to the WA Council, the WA CEO and other Directors.
- Setting strategic goals and objectives for the department and managing the team's day-to-day activities.
- Prepare business plans for the World Athletics major events.
- Provide expertise as needed.

SKILLS & EXPERIENCE REQUIRED

- Experience of 10+ years in Sports Events Management and Sports Business (Previous experience as Director / Senior Manager required).
- Ideally experience in delivering athletics championships, one day meetings and mass participation events.
- Track records of excellent organisation and leadership abilities.
- In-depth knowledge of the sports industry.
- Experience in developing strategic and business plans.
- Excellent people management skills with the ability to lead and develop teams reporting directly and indirectly.
- Proven expertise of influencing and advising on strategic decisions at senior levels, including multiple, high-level stakeholders.
- Able to effectively operate at executive and Board level.
- Past experience in a multicultural environment.
- Track record of implementing change within organisations.
- First-rate presentation abilities.

SOFT SKILLS & EXPECTED BEHAVIOUR

- A person of impeccable integrity.
- Leadership through example, inspiring high levels of excitement and performance.
- A team builder with shrewd judgement of character. Capable of motivating people to work for a common goal in a harmonious and positive environment. The ability to manage, engage, develop, retain and attract talent.
- An influential, effective individual; articulate, tactful and open in communicating with others, across multicultural, international boundaries.

POSITION



- A committed and loyal individual prepared to work the necessary hours and at weekends. Lead in terms of commitment and work ethic by personal example. Prepared to travel extensively.
- An analytical, numerate and disciplined thinker who has the ability to think complex issues through and develop effective solutions in a timely manner.
- Able to devise the 'big picture' and effectively communicate this to employees and stakeholders.
- Politically astute and with an open style able to build trust and effective working relationships with all of Athletics' stakeholders.
- Strong communications skills both orally and in writing in English.
- Ability to successfully prioritise short/medium vs long-term strategies in order to maximise return.
- Gravitas, presence and confidence, capable of presenting effectively to the Executive Committee and Council.
- Excellent communication skills across a disparate group of multicultural stakeholders, ensuring effective working relations.
- Proactive approach to problem solving.
- Ability to work effectively under pressure, with a wide variety of people.
- Ability to maintain a positive attitude when working at events with long work days.
- Ability to cope with multiple tasks and work to tight schedules.
- Efficiency and the ability to analyse current work methods and propose better processes.

LANGUAGES & IT

- Excellent verbal and written communication skills in English and preferably French.
- Other languages considered an asset.
- Good knowledge of computer software (Microsoft Office, Smartsheet).

EDUCATIONAL BACKGROUND

- Master's degree in sports management, sports business or related degree.

HOW TO APPLY

WA 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 10 January 2020.

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