

## Position Description

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### Member of Executive Board Remuneration Committee

#### Role

The Remuneration Committee of the Executive Board of World Athletics (the “Committee”) is appointed by, and reports to the Executive Board in accordance with Article 58.2(i) of the World Athletics Constitution and Rule 4.32.2 of its Governance Rules.

The Committee’s primary role is to review and make recommendations to the Executive Board on the remuneration of the Executive Board and the Chief Executive Officer within an established remuneration policy. As requested by the Executive Board, the Committee will also review and make recommendations with respect to other matters relating to remuneration of World Athletics bodies and management.

The Committee consists of five members, with the Chairperson of the Committee and one other Committee member being members of the Executive Board appointed to the Committee in January 2020. Three other members of the Committee, one of whom should be independent of World Athletics, are now sought for appointment by the Executive Board in March 2020. The appointment is for a period of approximately 4 years ending upon the conclusion of the Election Congress in 2023.

The Committee is expected to meet at least 2 times a year to align with Executive Board meetings, and at other times as requested or required by the Executive Board. The Committee will conduct its work by email and conference call in between meetings as necessary to fulfil its responsibilities.

The members of the Committee will have relevant governance and remuneration experience, ideally from their association with sports bodies.

#### Responsibilities

In summary, the responsibilities of the Committee are as follows:

- To review and make recommendations for the remuneration policy for members of the Executive Board, including the President and the Chief Executive Officer, including review of the ongoing appropriateness and relevance of the policy
- Within the terms of the agreed policy, to make recommendations for the total individual remuneration packages of the President, the Chief Executive Officer, and each member of the Executive Board
- Upon request by the Executive Board, the Committee shall also review and make recommendations for the remuneration policy to be applied to Council, Commissions, Panels and other bodies of World Athletics established in accordance with the Constitution and Rules and Regulations; review and make recommendations for the level and structure of remuneration for other members of senior management of World Athletics in addition to the Chief Executive Officer; and review and make recommendations for the expense reimbursement policy to be established by World Athletics.

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### Individual Attributes

The Chairperson and members of the Committee will collectively have experience in the areas of governance and remuneration matters, and each individual will be appointed primarily for his/her expertise in the subject matter of the Committee. In addition, each member must have the following attributes:

- Impeccable integrity
- Relevant knowledge or experience in international organisations and/or significant business enterprises.

### Administration

For each Committee member, World Athletics will reimburse travel expenses and provide a nominal allowance.

### Selection Process

A working group will be responsible for recommending to the Executive Board the preferred candidates for appointment following completion of the search and selection process.

### How to Apply

Applicants should review the Governance Rules to understand the role, responsibilities and duties of the Executive Board. All Committee members are subject to vetting by the World Athletics Vetting Panel, to confirm their eligibility for appointment, and applicants should therefore also review the Vetting Rules.

The World Athletics Governance Rules and Vetting Rules are available [here](#).

Applications to the Working Group (email: [EB-Committees-Applications@worldathletics.org](mailto:EB-Committees-Applications@worldathletics.org)) must be received by **Sunday 1 March 2020** and must include the following:

- A full **Curriculum Vitae**
- **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

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.