

## JOB OFFER



<b>JOB TITLE :</b>	Director of Legal and Business Affairs – General Counsel
<b>DEPARTMENT :</b>	Legal
<b>REPORTING TO :</b>	Chief Operating Officer
<b>MANAGING OTHERS :</b>	Yes

### ABOUT IAAF / WORLD ATHLETICS

World athletics – WA - 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 21 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

WA is developing and transforming at high speed. It engages in new areas to remain relevant. We are looking for an enthusiastic General Counsel, used to work in fast paced environments, willing to take up the challenge, join a dynamic and collaborative Leadership team and add value to our organisation by facilitating business strategies development.

Reporting to the Chief Operating Officer and managing a team of three individuals, the General Counsel will be responsible for providing practical and effective legal advice across all areas of World Athletics business, ensuring that the Association always operates within the law.

Extremely varied areas of responsibility include, but are not limited to: drafting, negotiating and managing a variety of commercial agreements including those relating to rights sales, event production, sponsorship activation, IP, governance, ethic and compliance (amongst many others).



If you are a driven General Counsel, ambitious and eager to invest yourself fully in a rewarding position within a growing international sports federation, please read below.

## DESCRIPTION OF KEY RESPONSIBILITIES OF THE POSITION

- Lead on all legal issues related to World Athletics from a commercial law and corporate governance perspective.
- Be the 'go to' person and legal advisor to the CEO and COO of World Athletics and its Executives.
- Provide practical and effective legal advice across all areas of World Athletics business.
- Ensure that all legal matters are handled properly in order to safeguard World Athletics and its different entities, its assets, its management and its businesses.
- Identify and advise World Athletics management in the assessment of legal risks related to its operations and transactions.
- More specifically the General Counsel will:
  - Use legal best practice to develop policies, including risk management policies, and precedents to ensure consistency and coordination among the various businesses and territories.
  - Draft a range of legal agreements, actively supporting the contract negotiating process.
  - Work cross functionally alongside the COO to provide support on the day to day activities of World Athletics.
- Oversee and coordinate external legal counsel where necessary.
- Advise the President, CEO, Executive Board and Council on Corporate governance and constitutional and athlete related matters, etc.
- Provide legal leadership on ad hoc projects such as reviewing joint ventures, the creation of new legal entities, corporate restructuring, mergers and acquisitions and partnerships.
- Drive and manage all of World Athletics trademarks and IP.
- Manage all non-Integrity litigation matters to ensure that World Athletics best interests are safeguarded.
- Keep abreast of legislative changes that may affect World Athletics and its affiliates.
- Ensure effective control and optimisation of the legal budget.

### Miscellaneous and General administration

- Any other task allocated by the Executive Board and/or the CEO/COO.
- Management of Legal and Business Affairs team (3 individuals).

**SKILLS & EXPERIENCE REQUIRED**

- A strong commercial law background, 12-15 years Post Qualified Experience, used to solving legal problems with a pragmatic approach.
- General counsel experience preferably.
- Experienced intellectual property lawyer, ideally with varied experience in sports federations, media and/or entertainment.
- Proven experience in corporate governance.
- Experienced in risk management, able to make strong value judgements in respect of projects, events and transactions.
- Possess excellent drafting and analytical skills.
- Specialist of data and privacy laws across Europe and Western world.
- Strong relationship-building ability with peers and at the most senior level within the business to engender trust across World Athletics.
- Has experience of operating in or advising highly international organizations.
- The ability to speak multiple language is not essential but is a plus.
- Willingness to travel at least 35% for meeting, events, conferences, etc.
- Global experience a strong plus.

**SOFT SKILLS & EXPECTED BEHAVIOUR**

- Be at ease in a fast-paced business in an environment which is constantly changing and developing.
- Have an entrepreneurial and pioneering attitude, able to offer genuinely insightful and commercially astute advice.
- Communicate easily with people from a wide range of cultural and ethnic backgrounds.
- Be a person of integrity and strength of character, possessing the ability to find the best outcome whilst balancing different interests and never wavering from the commitment to quality.
- Gravitas, presence and confidence, capable of presenting effectively to the Executive Committee and Council.
- Ability to work effectively under pressure, with a wide variety of people.
- Be someone who sorts things out and gets things done.
- Is capable of handling multi complex issues in a timely manner.
- Understands the 'art of the possible' finding ways to deliver successful outcomes.
- An empathy and interest in athletics would be a distinct advantage.

**LANGUAGES & IT**

- Excellent French and English both written and conversational

## JOB OFFER



- Pack office, Smartsheet and digitally literate

### EDUCATIONAL BACKGROUND

- Qualified lawyer

### 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](mailto:emploi@worldathletics.org) before 30th April 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)