

ABOUT IAAF / WORLD ATHLETICS

World Athletics – WA - is the international governing body for the sport of athletics, including 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.”

GENERAL OVERVIEW OF THE TOPIC AND CURRENT POSITION

The Russian Athletics Federation (‘RusAF’) has been suspended from membership of World Athletics since November 2015, for breaching its obligations as a member federation in relation to the fight against doping. As a result, RusAF is no longer able to exercise the rights of a member federation of World Athletics, including the right to enter its athletes in international competitions. The World Athletics Council also specified the conditions that had to be satisfied in order for RusAF’s membership to be reinstated. In response, RusAF replaced its senior officials and governing council, and reported regularly on its compliance efforts to the taskforce established by the World Athletics Council for that purpose, but as of November 2019 RusAF had not yet satisfied all of the requirements for reinstatement.

At the World Athletics Council Meeting in March 2020 it was decided that:

- RusAF should establish a Reinstatement Commission with representation from the Russian Ministry of Sport, Russian Olympic Committee, RUSADA and at least two representatives appointed by RusAF’s Athletes’ Commission;
- The RusAF Reinstatement Commission to draw up a detailed plan to ingrain throughout Russian athletics a culture of zero tolerance for doping, which plan will be subject to approval by the World Athletics Council;
- The two international experts to assist the Reinstatement Commission to finalise the plan and then to work with RusAF, in Russia, to ensure the plan is effectively implemented on the ground, and the change in culture is embedded throughout RusAF’s processes and decision-making.

For further information, the report put to the World Athletics Council and its decision can be found on the following link: <https://www.worldathletics.org/news/press-releases/world-athletics-sanctions-rusaf-breach-anti-d>

World Athletics is now seeking to appoint two independent international experts to undertake the tasks required. The term of the appointment will be agreed at the time of appointment. The experts will be appointed as independent contractors to World Athletics. The appointments shall be subject to the terms of the World Athletics standard consultancy agreement. Given the nature of the appointment and work required, the independent experts will be vetted by World Athletics in accordance with its Vetting Rules (see copy at: <https://www.worldathletics.org/about-iaaf/documents/book-of-rules> see Book B - B3.2). A daily rate shall be agreed with both experts and travel and accommodation shall be arranged by World Athletics.

DESCRIPTION OF TASKS REQUIRED

- To participate in the work and meetings of the Reinstatement Commission as necessary to finalise and obtain the approval of the World Athletics Council for its plan for ingraining a new anti-doping culture in Russian athletics.
- Work with the World Athletics Russia Taskforce (including providing support to the taskforce in advising the World Athletics Council on progress of matters, etc.)
- Following approval of the plan by the World Athletics Council, oversee, assist and support the implementation of the plan (including, where stated, exercising rights of approval reserved to for experts on behalf of the Russia Taskforce and/or World Athletics) in order to ensure the change in culture is reflected and implemented in RusAF's strategy and in all of its operational policies, practices, procedures and decision making.
- Report to World Athletics Russia Taskforce on progress in implementing the plan (including on any non-conformities or obstacles to the implementation of the plan) as and when requested.
- Develop with the Reinstatement Commission a project planning and management process (including a reporting process directly from RusAF) , in order to allow all parties to know the status of progress of implementation of the plan against reinstatement conditions and to demonstrate that necessary timelines are being met.
- Attend, either in person or electronically, key internal management meetings of RusAF.
- Such other tasks as may be required by the World Athletics Russia Taskforce in support of its mandate.
- Most of the work will be carried out in Moscow. Other international travel (including to/from London/Monaco) may be required.

SKILLS NEEDED

- Proven experience in organisational change management, demonstrating knowledge of and skills in planning and implementation of fundamental changes in organisations like RusAF or other sports governing bodies (preferably within organisations from a different culture and background to that of the expert).
- For at least one of the experts, a strong background in sports governance and anti-doping, including at an international level.
- Working through conflict situations and adverse circumstances in an international context.
- Strong relationship-building, influencing, and advisory ability (including a genuine desire to help RusAF, the Reinstatement Commission, Russia Taskforce and World Athletics to succeed).

Beneficial

- Previous experience working in Russia and/or working on Russian projects or in Russian speaking countries.

LANGUAGES

- Russian fluent (a must for at least one of the appointed experts)
- English fluent

HOW TO APPLY

To be considered for appointment interested parties should send their credentials in English to the following email address: notices@worldathletics.org by 5pm CEST Friday 19 June 2020.