
Member of the Executive Board Remuneration Committee

Role

The Remuneration Committee (the Committee) is appointed by, and reports to the Executive Board. The Committee is established in accordance with Article 58.2(i) of the Constitution and Governance Rule 4.16.2.

The Committee's primary role is to review and advise the Executive Board on the remuneration and expenses policies applicable to the President, Vice-Presidents, Executive Board Members, Council Members, members of Commissions and Working Groups, the Chief Executive Officer and any related matters as may decided by the Executive Board.

The Committee consists of five members:

- The Chairperson (who must be an Executive Board Member)
- At least one (1) other member of the Executive Board
- Up to three (3) other members, who can be independent of World Athletics

The term of office of the three (3) appointed members is for a period of approximately four years ending upon the conclusion of the Election Congress in 2027.

The Committee is expected to meet once a year to align with Executive Board meetings, and at other times as requested or required by the Executive Board. Consultation and decisions between meetings may be required either by video conference or by email.

Responsibilities

In summary, the responsibilities of the Committee are:

- To keep the remuneration policy and associated expense reimbursement policy under review and make recommendations on the ongoing appropriateness and relevance of the policy to the positions and bodies referred to within its role and responsibilities.
- Within the terms of the agreed policies, make recommendations for the total individual remuneration packages of the President, Vice-Presidents, Council Members, the Chief Executive Officer, members of the Executive Board and the AIU Board.
- Review and make recommendations for the remuneration policy to be applied to, Commissions, Working Groups and other bodies of World Athletics established in accordance with the Constitution and Rules and Regulations.
- To provide advice the Executive Board on such matters within the Committee's remit.

Position Description

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

Executive Board Members on the Committee are remunerated under the terms of their role as an Executive Board Member. Independent Members on the Committee are not remunerated, however World Athletics will pay a per diem of USD150 per day for each in-person meeting of the Committee. World Athletics will arrange and pay travel, accommodation and meals, in accordance with World Athletics policy.

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 \(See Book B\)](#).

Applications to the working group (email: EB-Committees-Applications@worldathletics.org) must be received by **15 August 2023 (23:59 CET)** and must include the following:

- A full **Curriculum Vitae**
- **Contact details** including address (work and home), telephone numbers (including mobile) and email address
- **Referees:** 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 welcomes applications from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.