


NADO EAG Candidate Biographies

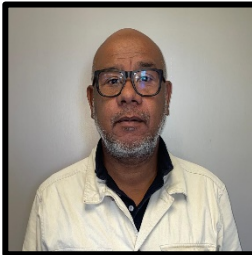
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AFRICA


Last Name	AYORINDE	
First Name	John	
Position and NADO	Board Member, Nigeria NADO	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • CEO, Nigeria NADO, 01/01/2011-14/03/2018 • Lead DCO, United World Wrestling Championship Port-Harcourt 2018 • Lead DCO Lagos International Marathon Race 2018 • Head Nigeria Anti-Doping, 2016 Olympics and Paralympic Games, Brasil 2016 • Lead DCO, African Junior Athletic Championship, March 2013 • Member, Nigeria Medical/Anti-Doping Team, London Olympic Games 2012 • Head, Doping Control Team, 7th African Rowing Championship, Tunisia 2009 • Head Medical, Antidoping for Rowing Event, 9th All African Games, Algeria 2007 • Coordinator, IOC Sponsored Basic Sports Medicine Course, Nigeria January 2006 • Head Doping Control, Testing and Administration, 8th All African Games, Abuja 2003 • Coordinator, IOC Sports Medicine Course for Physiotherapist from English Speaking African Countries 	
Professional Career	<ul style="list-style-type: none"> • CEO, Nigeria NADO, 2011-2018 • Head, Medical/Antidoping Commission, African Rowing Federation 2005-2012 • Head of Pharmacy, Sports Medicine Department, Federal Ministry of Youth and Sports, 1987-2010 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>My interest in keeping sports clean as a result of my working as a Pharmacist at Sports Medicine Center.</p> <p>To reduce the undesirable health effects of doping on athletes.</p> <p>To promote fairness, equality and respect in sports.</p> <p>As a Doping Control Officer for over 20 years as well as an Antidoping Information and Education Officer, I wish to bring my wealth of experience to fight doping in sports by working in collaboration with other antidoping experts globally.</p> <p>I want to bring the experiences acquired when working as the CEO of Nigeria NADO to address the challenges being experienced by National Antidoping Organizations within the developing countries especially in Africa.</p>	
What does Play True mean to you?	<p>Play True means fairness, integrity, equality and respect for the rules of the Games. Not using any inappropriate means to gain advantage over others.</p>	


Last Name	EL NEMR	
First Name	Hanem Amir	
Position and NADO	CEO of Egyptian Anti-Doping Organization	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • CEO of EGY-NADO (2021-present) • Chair of Africa Zone 5 RADO (2019-2023) • General Manager of EGY-NADO (2016-2021) • Board Member of EGY-NADO (2010-2015) 	
Professional Career	<ul style="list-style-type: none"> • Pharmacist and has a Master's Degree in Biochemistry 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>To provide my experience and vision to improve the Anti-Doping Framework through enhancing the WADA-NADO collaboration and capacity building of other NADOs through partnerships and strategies for implementing an effective anti-doping program, and continuous enhancements and improvements in the WADA-NADO program strategies against new rising issues by providing guidance and recommendations to WADA in order to enhance the capabilities of NADOs to fight against doping globally.</p>	
What does Play True mean to you?	<p>It means everything to me, not only in sports but in the day-to-day life where your passion, hard work and resilience are the main reasons we are where we are today without any shortcuts.</p>	


Last Name	GALANT	
First Name	Khalid	
Position and NADO	CEO of the South African Institute for Drug-Free Sport	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • 25 years of experience in Anti-doping policy development and managing the implementation of anti-doping services to sport in South Africa • International experience representing and defending anti-doping policy positions in various sports forums • Extensive experience sharing anti-doping knowledge and best practices with African colleagues towards setting up independent NADO structures 	
Professional Career	<ul style="list-style-type: none"> • Sports Medicine and Business Administration 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	Through active engagement on the NADO Expert Advisory Group, I will represent and articulate the policy voice of African NADOs and help shape global anti-doping policy so that our NADOs are better able to implement and comply with the anti-doping policy iterations and mandated standards.	
What does Play True mean to you?	Integrating the values of sport into anti-doping education programs so that anti-doping education is not centered around the “donts” but also the “do’s”.	

Last Name	YAUMA	
First Name	Martin	
Position and NADO	Head of Research and Development, Anti-Doping Agency of Kenya	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Head of Research and Development at Anti-Doping Agency of Kenya from 2017 up to date where 7 research on various topic on doping have been conducted • Currently conducting Anti-Doping Education to athletes, athletes support personnel and other persons in Kenya • Spearheaded the designing of Values Based Education in Kenya's Competence based Curriculum • Taskforce member on Anti-Doping commonwealth games 2022 • Currently involved in authoring 6 WADA funded research in collaboration with professionals and other research institutions across the world • Currently spearheading ADAK/ADNO collaboration where best Anti-Doping practices are shared and adopted. 	
Professional Career	<ul style="list-style-type: none"> • Currently Pursuing a Doctor of Philosophy in Sports Science at Kenyatta University • Obtained Master's Degree in Sports Science (Sports Medicine) from the United States Sport Academy in 2015 (United States) • Obtained bachelor's degree in Exercise and Sports Science from Kenyatta University (Kenya) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Having been in the sports industry for the last 15 years and a sports science professional, I pride myself on the skills I have acquired in management and administration to help advocate for African solutions on Anti-Doping issues. I am ready and willing to take the WADAs vision in transforming the region I will represent. I pledge to marshal and motivate the African continent in cases where WADA may need implementation of various best practices in the fight against doping in sport. Given the opportunity, I will be committed to success by ensuring that WADA programs and projects are well-executed.</p>	
What does Play True mean to you?	<p>It means exploiting God given sports talent potential with honesty without any negative influence. Celebrating the spirit of true self and focus to self-earned glory.</p>	


AMERICAS


Last Name	GRIPPO	
First Name	Diego	
Position and NADO	President, CNAD (comisión nacional antidopaje) Argentina	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • President of Argentina NADO since 2017 • FIBA TUEC since 2015 	
Professional Career	<ul style="list-style-type: none"> • Sport physician MD • Former professional basketball player • Former Sports Director of the UBA (Buenos Aires University) • Former National Basketball Team Doctor (20 years) • FIBA medical commission since 2015 • Teacher in UADE University. Sport Management Career. • Member of the TUE EAG WADA • Vice president of the Iberoamerican networking for the fight against doping in sports 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Because when I joined the ARG NADO there were many problems, we were in non-compliance after the first CCQ and moving forward meant a path crossed by a lot of obstacles and overcoming issues that gave me vast experience. Actually we have a proper anti-doping law, budget, human resources and independence. The idea is to continue improving, share the experience in the WADA NADO experts group and help other countries in the region.</p>	
What does Play True mean to you?	<p>Means the only way in which sports should be practiced, with respect and love for what one does beyond the result.</p>	


Last Name	LUKE	
First Name	Jeremy	
Position and NADO	Executive Director, Sport Integrity, Canadian Centre for Ethics in Sport	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • WADA NADO Expert Advisory Group – 2017 to present • WADA External Code Compliance Auditor - involved with 5 NADO audits • Athletics Integrity Unit Doping Control Review Panel – 2018 • Chair of WADA Independent Observer Program for 2018 Asian Games • CCES Consultancy Project with the Argentinian NADO, 2018 • Member of WADA Independent Observer Program for 2014 Commonwealth Games • CCES Multi-year Consultancy Project with the Jamaican Anti-Doping Commission (2013/14) • International Olympic Committee Knowledge Transfer, Rio, Brazil 2012 • Observer at the 2011 Pan American Games, Guadalajara, Mexico, 2011 • Observer at the 2007 Pan American Games, Rio, Brazil, 2007 	
Professional Career	<ul style="list-style-type: none"> • Canadian Centre for Ethics in Sport: oversee Canada’s implementation of the World Anti-Doping Code <ul style="list-style-type: none"> ○ Executive Director, Sport Integrity (2021-present) ○ Senior Director, Sport Integrity (2016-2021) ○ Director, Sport Integrity (2010 to 2016) • Vancouver Organizing Committee for the 2010 Winter Olympics and Paralympics: implemented the anti-doping program for the Games <ul style="list-style-type: none"> ○ Director, Anti-Doping (2006-2010) • Canadian Centre for Ethics in Sport: managed various anti- doping initiatives <ul style="list-style-type: none"> ○ Coordinator/Manager/General Manager (2000-2006) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>For athletes to have confidence that they are competing on a level playing field, we need a strong and robust WADA.</p> <p>As NADOs, our voice and expertise are essential to support WADA’s role as the global anti-doping leader. I have served on the NADO Expert Advisory Group since 2017, consistently bringing the NADO contribution to the table in a constructive fashion.</p> <p>During my 20 years’ experience in the anti-doping world, I have benefited from collaboration with many organizations in the Americas. From this, I understand that our region has unique challenges and perspectives that we can bring forward to WADA with the strength of a collective voice.</p> <p>I feel that my proven positive relationship with WADA, along with my experience in the Americas, make me an excellent candidate for this position. I would welcome the opportunity to work closely with all NADOs in the Americas.</p>	
What does Play True mean to you?	Sport living up to its potential to make the world a better place	


Last Name	SAUCEDO	
First Name	Saul	
Position and NADO	Chairman of NADO-PAN (Panama)	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Chairman of National Anti-Doping Organization of Panama (NADO-PAN) since 2004 • Chairman of Pan-American Regional Anti-Doping Organization (PAN-RADO) since 2015 • Participation in the Independent Observer Program of the Pan American Games, Lima 2019 • Chairman of Iberoamerican Network of Fight Against Doping (INFAD) since 2021 	
Professional Career	<ul style="list-style-type: none"> • Bachelor of Medical Surgeon National Autonomous Metropolitan University, Mexico • Diploma in Sports Planning National Autonomous Metropolitan University, Mexico 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Throughout my career as a health specialist and my experience as an international athlete, I have contributed to positive results in the development of multiple aspects of anti-doping programs through effective organization, prioritization, and monitoring of key organizational projects for the prevention and control of doping in sports.</p> <p>My strengths and qualifications, as well as my personal experience, are an ideal match for the National Anti-Doping Organization Expert Advisory Group (NADO EAG) requirements and will bring immediate value to the World Anti-Doping Agency (WADA).</p> <p>In my current role as Chairman of NADO-PAN, I advise, support and coordinate each of the different areas of the organization through a calculated and methodical approach to problem-solving. While I am independently motivated, I appreciate collective efforts and collaborate productively within group environment.</p> <p>This opportunity is especially exciting as my professional and personal goals align with World Antidoping Agency's mission and values.</p>	
What does Play True mean to you?	<p>For me, Play True means enjoying the sport you love while practicing it with integrity and honesty, being faithful to our own values, and always focusing on inclusion, equality, and respect for others.</p>	


ASIA


Last Name	BAKASHEVA	
First Name	Maira	
Position and NADO	Director, Kazakhstan NADO	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • 2010 to present: Director / Kazakhstan National Anti-Doping Centre (KazNADC) • 2013 to present: Chairperson /Regional Anti-Doping Organization of Central Asia (RADOCA) • 2010 - 2011: Head of medical support and anti-doping services department / Organizing Committee of the 7th Winter Asian Games, Astana-Almaty, 2011 	
Professional Career	<ul style="list-style-type: none"> • 2010 to present: Director / Kazakhstan National Anti-Doping Centre (KazNADC), Almaty, Kazakhstan • 2010 - 2011: Head of medical support and anti-doping services department / Organizing Committee of the 7th Winter Asian Games, Astana-Almaty, 2011 • 1994 - 2013: Physician / General Practitioner - Profile polyclinic, Almaty, Kazakhstan 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>NADO Expert Advisory Group is a great platform for minds alike to share their expertise and knowledge on the related topics, aiming for a further developing of an anti-doping system, where NADOs play one of the important roles. I am willing to see, whether my experience of more than 10 years in the anti-doping and management fields could be implemented and be beneficial in the sport and anti-doping community.</p> <p>Being a part of such initiative would be also crucial in representation of Asian region.</p>	
What does Play True mean to you?	<p>I believe that each athlete has a fundamental right for sport. Therefore, my responsibility is to provide with possibilities and fulfil requirements for athletes to have opportunities to successfully do so.</p>	

Last Name	CHEN	
First Name	Zhiyu	
Position and NADO	Director General of China Anti-Doping Agency (CHINADA) □	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Member of the National Anti-Doping Organization Expert Advisory Group, WADA, 2019-2022 • Member of the DBS Steering Committee, WADA, 2019-2022 • Member of the Anti-Doping Commission, OCA, 2019-2023 • Chairman of the Medical Committee, EAOC, 2019-2023 • Member of the Approval Committee of the Fund for the Elimination of Doping in Sport, UNESCO, 2018-2019 • Member of the Medical Committee, IWUF, 2015-2019 • Chief Doping Control Manager, The 29th Olympic Games (Beijing, 2008) • Independent Observer, The 23th Winter Olympic Games (PyeongChang, 2018) • Chief of the Non-Competition Venue, The 24th Winter Olympic Games (Beijing, 2022) • Chief of Doping Control Department in many other Major Games, including Asian Games, Events ruled by IFs, National Games, etc. 	
Professional Career	<ul style="list-style-type: none"> • Jul.1993-Sep.2006: Anti-Doping Commission, Chinese Olympic Committee • Sept.2006-Nov.2008: Chief Doping Control Manager, Beijing Organizing Committee of the 29th Olympic Games • Nov.2008-Mar.2012: Director, Education Department, Planning and Management Department, CHINADA • Mar.2012-Feb.2016: Director, General Administration Division, Anti-Doping Division, Science and Education Department, General Administration of Sport of China • Feb.2016-Feb.2017: Deputy Director General, Science and Education Department, General Administration of Sport of China • Feb.2017-present: Executive Director General, Director General, CHINADA 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I have been engaged in anti-doping work for nearly 30 years and accumulated relevant knowledge and expertise with involvement in every aspect of the field. Since 2017, I have led CHINADA to make a series of progress in carrying out more efficient and higher-quality anti-doping programs, boosting scientific and technological innovations and advancing international communication and collaboration, etc. Meanwhile, I have also taken up international responsibilities, severing as members of several committees in international organizations like WADA, UNESCO, and OCA. Based upon my professionalism and experience, I was appointed a member of the NADO EAG since 2019. During my term, I have actively participated in Group activities, put forward constructive suggestions and gained a clear understanding of the work and obligations of the group. By taking part in the 2023 election, I'd like to continue my efforts to facilitate effective anti-doping program, promote international collaboration and development for NADOs globally and contribute China's wisdom to the Group under WADA's framework and leadership.</p>	
What does Play True mean to you?	<p>I believe Play True means establishing an athlete-centered anti-doping system with effective doping control and long-lasting doping prevention to truly make this vision a reality.</p>	

Last Name	HADIDI	
First Name	Kamal	
Position and NADO	President, Jordan Anti-Doping Organization	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • President of Jordan Anti-Doping Organization since 2007 • President of West Asia RADO since 2007 • Former member of WADA Foundation Board • Former member of WADA Health, Medical and Science Committee • Former member of WADA Education committee • Chairman of WADA Finance committee – Asia/Oceania • Founder and Chairman of Asian Anti-Doping Fund • Member of OCA Medical and Anti-Doping Committee 	
Professional Career	<ul style="list-style-type: none"> • Professor in Clinical and Forensic Toxicology • Dean of Rehabilitation Faculty – Jordan University • Director of Clinical Laboratories – Jordan University Hospital • Former Dean of Faculty of Graduate Studies • Former Vice-Dean of Scientific Research Faculty – Jordan University • Former Vice-Dean for Research and Development, Faculty of Medicine – Jordan University • Chairman of Department of Pathology, Microbiology and Forensic Medicine - Faculty of Medicine, Jordan University • Coordinator for National Poison Information Center-Jordan University Hospital • Published () scientific research in the field of toxicology and anti-doping • Supervisor, co-supervisor and examiner for M.sc And PhD students 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>With so many years of experience and practice in the fight against doping, I was part of the early stages of the anti-doping program since its beginning. I witnessed the development of the program and its aspects through the years and I am enthusiastic to continue to be an active part of the ongoing enhancement and development process of the anti-doping program for a level play field as I have always believed. I have the science background to understand the doping community and where it is going, and I have the history and the insight for a strategic-guided approach for a successful anti-doping program.</p>	
What does Play True mean to you?	<p>Play True is a phrase that means more than clean sport to me. I have devoted a lot of my scientific knowledge, research and career to protect, detect and deter the doping practice among athletes and youth. And will continue to be an ultimate goal for me wherever I can make a difference for a better fair and healthy sporting environment.</p>	


Last Name	HIRAI	
First Name	Chika	
Position and NADO	Director of International Department, Japan Anti-Doping Agency	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Director of International Department, JADA (2021 to Present) • WADA Independent Observer member for Beijing 2022 • Director of Doping Control, Tokyo Organising Committee of Olympic and Paralympic Games (2014-2021) • WADA Outreach Member for Beijing 2008 • Senior Manager of Testing Group, JADA (2006-2015) • Doping Control Officer, JADA (2005 to Present) 	
Professional Career	<ul style="list-style-type: none"> • Joined Japan Anti-Doping Agency, JADA (2006 to Present) • Board member of Japan Sports Law Association (2014-Present) • Teaching Athletic Training at a Vocational School for Athletic Trainers (1997-2006) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	Given my many years of experience in the field of anti-doping, I had many opportunities working with many Asian NADO colleagues. I learned a lot from those experience, and I would like to make my contribution and support to all those who are needed to ensure clean sport.	
What does Play True mean to you?	Being sincere	

Last Name	KIM	
First Name	Kum-pyoung	
Position and NADO	Secretary General, Korea Anti-Doping Agency	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Served as Secretary General since June 2021 • Took the lead at the taskforce team to win the bid for World Conference 2025 • Strengthen the international relations ties with NADOs <ul style="list-style-type: none"> ○ 3 NADO leaders Meeting with CHINADA & JADA ○ Sport Integrity Australia ○ COL-NADO(Colombian NADO) ○ Many other NADOs • Preceding the KADA Solidarity Program. <ul style="list-style-type: none"> ○ Started an initiative, named “Korea Anti-Doping Partnership Program”, a one month-long training program for ADOs staff in Korea ○ Developed Korean-ized anti-doping program ○ Established cooperative relationships with Bhutan, Uzbekistan, and Vietnam NADOs to provide support on their Code Compliance and to enhance the anti-doping capacity in major sport events. 	
Professional Career	<ul style="list-style-type: none"> • Embassy of Republic of Korea to the Republic of India Councilor & Director of the Korean Cultural Centre, 2011~2022 • First secretary of the Embassy of Republic of Korea to the Kingdom of Belgium and the European Union (Culture & Press), 2007~2010 • Culture & Press Attache of the Embassy of Republic of Korea to Japan, 1997~2002 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I want to lay a stepping stone for developing countries and NADOs in developed countries forming a community and "preserving the spirit of sports," based on an understanding of and affinity for international relations.</p> <p>As a member of the NADO Advisory Group,</p> <ul style="list-style-type: none"> • I will strengthen the anti-doping capabilities of developing countries by promoting the Solidarity Partnership between developed and developing countries. • At the 2025 World Conference on Doping in Sport, I will seek ways to allow many anti-doping organization delegations who could not afford to participate in previous conferences to join the conference. • I would like to spread anti-doping activities internationally by actively promoting the participation of multinational companies in WADA's official sponsorship system. 	
What does Play True mean to you?	<p>Play True is about preserving the spirit of sports regardless of age or gender. I think it can be achieved through solidarity, and especially through spreading the sports values to youth.</p>	


Last Name	SAIN	
First Name	Ritu	
Position and NADO	Director General, NADA India	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Director General & Chief Executive Officer, National Anti Doping Agency, India, since March 2022 • Chairperson, UNESCO Anti-Doping Fund Approval Committee, since June 2022 <ul style="list-style-type: none"> ○ Supporting developing countries in realizing objectives of the UNESCO International Convention Against Doping in Sport through project approvals on building & strengthening institutional capacity • Instrumental in passing of National Anti Doping legislation in both Houses of the Indian Parliament (National Anti Doping Act, 2022) • Continuously engaging international partners including WADA, RADOs and NADOs to increase knowledge sharing, pool resources and augment international cooperation • Transforming anti-doping landscape in India through implementation of comprehensive programs at grassroots level • Building capacity and strengthening systems of National Anti Doping Agency through automation, digitization, organizational restructuring and streamlining processes • Constructively engaging National Sports Federations and National Sports Promotion Organizations to create a roadmap for anti- doping education in India • Leading the curation and implementation of a customized education & awareness toolkit, increase engagement with all stakeholders <ul style="list-style-type: none"> ○ Implemented an event-based education model in 2 national games, benefitting 10,000+ athletes and athlete support personnel ○ Invited as guest speaker at WADA Global Education Conference 2022 in Sydney, Australia to present the model ○ Initiated 'I for Integrity' campaign across India to increase anti-doping outreach amongst youth 	
Professional Career	<ul style="list-style-type: none"> • Became an Indian Administrative Services Officer, Government of India in 2003 • Served in various levels of Chhattisgarh state government to implement programs for rural development • Awarded Prime Ministers Award for Excellence in Public Administration, 2007-08 for Outstanding Contribution in team initiative on "Improved Health and Sanitation Practices in Surguja, Chhattisgarh" • Awarded President's Silver Medal in recognition of the outstanding zeal & high-quality services during Census of India, 2011 • Awarded National Award for Social Inclusion of Vulnerable groups, 	


	<p>2016-17 by Government of India.</p> <ul style="list-style-type: none"> • Posted as Director, Estates, Ministry of Housing & Urban Affairs, Government of India in March 2019 <ul style="list-style-type: none"> ○ Brought transparency & ease for users in allotment of 110,000 residential accommodations and office spaces across the country, benefitting 332,748 employees of Government of India across 95 departments • Posted as Director, School Education & Literacy, Ministry of Education, Government of India in March 2021 <ul style="list-style-type: none"> ○ Led the National Inclusive Education Division, impacted access and quality of schooling process for 2.5 million Children with Disabilities (CwD) in India, contributed to policies on Inclusive Education and Assistive technology. ○ Played instrumental role in standardization of school exam accommodations for CwD, facilitated capacity building of 910,161 teachers/ principals resulting in 109,000 students availing accommodation in the first academic year. • Posted as Director General & CEO, NADA India in March 2022 to promote clean sport practices in India
<p>Why do you want to be elected to the WADA NADO Expert Advisory Group?</p>	<p>I believe an effective implementation of WADA's anti-doping program is only possible at all levels when each NADO is equipped with customized strategies and resources which may help resolve hurdles at the local level. Localization of global strategies is key to development in the anti-doping domain. As a member of the NADO expert advisory group, I would be able to voice the concerns faced by NADOs and provide suitable solutions and recommendations to build capacity of NADOs for effective implementation of anti-doping programs.</p>
<p>What does Play True mean to you?</p>	<p>'Play True' is the value of being ethical, just and fair while competing in sports. It is not just a practice on field but a way of life that all sportspersons should adopt and adhere to.</p>


EUROPE


Last Name	CEPIC	
First Name	Michael	
Position and NADO	CEO NADA Austria (Nationale Anti-Doping Agentur Austria GmbH)	
Nominating NADO (if different from above)	CyADA (Cyprus Anti-Doping Authority)	
Anti-Doping Experience	<ul style="list-style-type: none"> • CEO of NADA Austria since 2012 • Chairman of the board of CEADO (Central European Anti-Doping Organization) since 2019 	
Professional Career	<ul style="list-style-type: none"> • Various managing positions (CEO, CEE) in the private sector from 1991 – 2012 • Economics University of Vienna, Business Administration • Coach certified by Austrian Basketball Federation • Player in Austrian Basketball League (1. Division) from 1979 – 1986 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>The election process for the NADO EAG gives the NADO representatives a high level of legitimation and a strong voice, but also more responsibility and the need to coordinate opinions and positions within the respective region.</p> <p>To help and assist in the development of existing and to be founded NADOs is one of the major projects of my chairmanship of CEADO together with WADA.</p> <p>Coordinating opinions, finding common statements and fostering NADOs voice in the Anti-Doping community is part of my agenda for many years, so I would be honored to be elected as European representative to the NADO EAG.</p>	
What does Play True mean to you?	<p>A level playing field for athletes and athlete support personnel through harmonization of Anti-Doping Organizations performance, quality and support.</p>	

Last Name	DI GIANFRANCESCO	
First Name	Alessia	
Position and NADO	Director General NADO Italia	
Nominating NADO (if different from above)		
Anti-Doping Experience	<p>National experiences:</p> <ul style="list-style-type: none"> • Director General, NADO Italia (2021-) • Executive Director, NADO Italia (2020-2021) • Chief Science, Education and Testing Programme Departments, NADO Italia (2017-2020) • Senior Manager of the Therapeutic Use Exemption Committee of Italian Anti-doping Organization (2007 – 2017) • Manager of the Therapeutic Use Exemption Committee of Italian Anti-doping Organization (2004-2007) • Member and Secretary of the Anti-doping Commission (1999-2004) <p>International experiences:</p> <ul style="list-style-type: none"> • Expert TUE, International Testing Agency (2021-2022) • Member of the Medical Committee of the International Bobsleigh & Skeleton Federation (2020-Aug. 2022) • Member of the TUE Committee of the International Federation of American Football (2021 – Aug. 2022) • Member of the TUE Committee of the Union Internationale Motonautique (2021 – Aug. 2022) • Member of the WADA Health, Medical & Research Committee (2011-2019) • Chair of the Therapeutic Use Exemption Committee of the International Bobsleigh & Skeleton Federation (2019) • Member of the Positive Case Committee of the International Bobsleigh & Skeleton Federation (2016-2019) • Member of the Therapeutic Use Exemption Committee of the International Bobsleigh & Skeleton Federation (2010-2019) • Member of the Therapeutic Use Exemption Committee of the Union Internationale de Pentathlon Moderne (2009-2016) • Member of the TUE Committee of the International Cycling Union (2014-2016) • Member of the Cycling Anti-Doping Foundation - TUE (2016-2020); • Expert of the European Commission on combating doping in recreational sport (2011-2014) • Member of the Monitoring Group of the Anti-doping Convention, Council of Europe (2005-2006) • Representative of the Italian NOC in the joint EU-IOC CAFDIS Project (Concerted action in the fight against doping in sport) (2003) 	
Professional Career	<ul style="list-style-type: none"> • Director General, NADO Italia • Adjunct Professor of Pharmacology, State Sports University "Foro Italico", Rome 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>In consideration of my long-standing professional experience in both national and international anti-doping system, skills acquired in the academic context and my current role within NADO Italia, I would like to be elected to the WADA NADO Expert Advisory Group (NADO EAG) to support the specific objectives outlined for the NADO EAG as a way to represent the views of NADOs on anti-doping issues and provide recommendations to WADA on its strategies and activities, to enhance collaboration of anti-doping globally.</p>	
What does Play True mean to you?	<p>Play True means recognizing sport as a way to achieve success, acquire skills and interact, while preserving personal health and fairness, respect and equality values.</p>	

Last Name	HUSEYNLI	
First Name	Shafag	
Position and NADO	Chief Executive Officer, Azerbaijan National Anti-Doping Agency	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Leading anti-doping in Azerbaijan (2016 - present) • Chair of Drafting Committee on Gender Equality in Anti-Doping, Council of Europe (2022 - present) • Member of WADA NADO EAG (2019 - present) • Gender Equality Rapporteur, Council of Europe (2018 - present) • Chair of WADA Independent Observers, Beijing Paralympic Winter Games (2022) • Chair of Evaluation Team of Council of Europe appointed for the evaluation visit to Netherlands (2021) • Vice-Chair of Ad Hoc Group of Experts on ensuring effective access of athletes to justice and fair trial, Council of Europe (2018 - 2021) • Member of WADA Education Standing Committee (2020) • Member of Evaluation Team of Council of Europe appointed for the evaluation visit to Cyprus (2019) • Member of WADA Independent Observers, 2nd European Games, Belarus (2019) <p>International Projects:</p> <ul style="list-style-type: none"> • Initiating and leading “Overview Research Project on Anti-Doping Proceedings” within the framework of Council of Europe Anti-Doping Convention (2021 - present) <i>[Aim: to examine how athletes’ rights and, in particular, their right to a fair trial is respected]</i> • Initiating and leading the project on “Enhancement of Gender Equality in Anti-Doping” within the framework of CAHAMA (2021 - present) <i>[Research study on the gender equality state of affairs in anti-doping and drafting a set of recommendations to enhance gender equality standards]</i> 	
Professional Career	<p>Work:</p> <ul style="list-style-type: none"> • Chief Executive Officer, Azerbaijan National Anti-Doping Agency (2016 - present) • Adjunct Professor, Azerbaijan State Academy of Physical Education and Sport (2019 - present) • CEO & Founder, Sports & Healthcare Group LLC (2007 - 2016) • Financial Analyst, International Bank of Azerbaijan (1999 - 2000) <p>Education:</p> <ul style="list-style-type: none"> • Candidate of Doctor’s Degree, Doctor of Business Administration, SBS Swiss Business School (2021 - present) • Master’s Degree, Master of Business Administration, Khazar University (2000 - 2002) • Bachelor’s Degree, Finance, Khazar University (1996 - 2000) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I believe I can provide a unique perspective and valuable insights on the role of NADOs in anti-doping community, as well as the challenges and opportunities that they face in their work. With my professional and educational background, as well as active participation in the international anti-doping activities, I can bring innovative insights and a long-term sustainable vision to the table. I am passionate about integrity and clean sport, and my motto is ‘making a difference for clean athletes’. I believe that my experience and expertise make me well-suited for this role and I am eager to contribute to the work of WADA NADO EAG.</p>	
What does Play True mean to you?	<p>For me, Play True means competing and performing to the best of abilities, while upholding the highest ethical and moral standards. It means never compromising the values of sport, and doing what is right. Play True embodies the spirit of sport, which is about personal excellence and fair competition.</p>	


Last Name	LAUESEN	
First Name	Martin Holmlund	
Position and NADO	Director of International Relations and Medical in Anti-Doping Norway	
Nominating NADO (if different from above)		
Anti-Doping Experience	<p>From the perspective of both Anti-Doping Norway (NADO) and Danish Ministry of Culture (PA):</p> <ul style="list-style-type: none"> • Delegate to UNESCO and Council of Europe bodies (CAHAMA, T-DO and various advisory and ad hoc groups) from both Denmark and Norway, including acting on behalf of the respective countries as vice-chair of a UNESCO drafting committee and rapporteur of a task force. • Commenting on WADC and International Standards, and transposing WADC into National Anti-Doping Rules and Ministerial Acts. <p>From the perspective of Anti-Doping Norway (NADO):</p> <ul style="list-style-type: none"> • As member of the Management Team ensuring strategic coherence across the NADO, and overseeing the Department of International Relations and Medical, including inter alia the areas of compliance, data protection and TUEs. • Involvement in NADO development and capacity building. <p>From the perspective of Danish Ministry of Culture and Ministry of Foreign Affairs (PA):</p> <ul style="list-style-type: none"> • Inspecting activities, reporting and finances of the NADO. • Delegate of Denmark to the EU's Council Working Party on Sport preparing EU-coordination of position prior to meetings in WADA. Member of the EU Expert Group on Anti-Doping. Ensured the content of the EU Council conclusions on combating doping in recreational sport under Danish EU-Presidency. Furthermore, in a personal capacity, member of the EU Group of Experts on Doping in Recreational Sports in response to the aforementioned Council conclusions. • Supporting ministers responsible for sport in their roles as members of the WADA Foundation Board. • Ensuring the implementation of the Act on the Promotion of Integrity in Sport as well as related ministerial acts. • Secretary to national working group on strengthening the approach to doping in recreational sports as well as developing and preparing policies on various issues within anti-doping and related policy areas 	
Professional Career	<ul style="list-style-type: none"> • Director of International Relations and Medical in Anti-Doping Norway (2020-) • Attaché for Education and Culture, Ministry of Foreign Affairs, Permanent Representation of Denmark to the EU (2018-2020) • Special Advisor, Ministry of Culture of Denmark (2015-2018) • Head of Section, Ministry of Culture of Denmark (2011-2014) • Sport and Leisure Adviser, Municipality of Faaborg-Midtfyn (2009-2011) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>The new NADO EAG will become the first structure in WADA with representatives elected by and amongst NADOs. The way it organizes itself in terms of involvements of the community it represents will therefore lay the foundation for future NADO EAGs. We need strong values-based voices who can stand-up for NADOs in WADA, while delivering expert advises and ensuring good cooperation with other stakeholders. In Anti-Doping, we need a global structure ensuring both compliance to the rules and capacity-building, and I will do my best to ensure that WADA have two strong legs as regulator and enabler.</p>	
What does Play True mean to you?	<p>Play True is ensuring the integrity of our values and principles towards opponents, teammates and ourselves – on the track, in the field and in the board room.</p>	


Last Name	ROSSI	
First Name	Francesca	
Position and NADO	Testing Department Director, International Partnerships and Scientific Coordinator, AFLD	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Laboratory (Rome) • IF (athletics and cycling) • NADO (AFLD) • WADA (external expert) 	
Professional Career	<ul style="list-style-type: none"> • 10 years in the Antidoping Laboratory of Rome: deputy Director and Operational Manager • 3 years in the medical and Antidoping department in IAAF: scientific and administrative manager • 10 years in the Cycling anti-Doping Foundation: Director • 2 years and 9 months in AFLD • Participation in WADA Working groups: 9 years in the WADA laboratory Expert group, 6 years in the WADA TDSSA group, WADA TWG for testing • WADA auditor for NADOs and IFs • Chairman of the WADA Independent Observer group for Tokyo 2020 Olympic Games points 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	My multi-faceted experience in all areas of antidoping in managing positions and my long-standing collaboration and direct relationships with WADA would allow me to facilitate the dialogue between NADOs and WADA.	
What does Play True mean to you?	Respect of sport ethics values, respect of the fair spirit of any competition, self-respect and respect of the others.	


Last Name	RUMBLE	
First Name	Jane	
Position and NADO	Chief Executive, UK Anti-Doping	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Capability building: Oversaw delivery of the anti-doping programme for the Birmingham 2022 Commonwealth Games alongside initiating the Commonwealth Games Anti- Doping Legacy Project intended as a forum to share and build capability internationally • International and local collaboration: As a member of the NADO Leaders group we delivered the recent Guiding Principles for the Future of Anti-Doping. In the UK I champion UKAD's new Assurance Framework that brings together national governing bodies to deliver on their responsibilities under the National Anti-Doping Policy that is underpinned by the Code, as well as providing a means to raise standards by sharing best practice • Raising the athlete's voice: Led Clean Sport Week, UKAD's national awareness campaign that gives athletes a unified media platform to promote clean sport • Strengthening evidence and insights: Developing UKAD's data analytics strategy to better harness data to defend clean sport; overseeing new UK research studies, including the recent WADA Prevalence in Doping study, research to better understand athlete support personnel's (ASP) understanding and influence on clean sport • Extending education reach via e-learning and partnerships: Strengthened UKAD's 'education first' principle, by launching new eLearning for athlete support personnel as well as a new Higher Education partnership to embed clean sport knowledge among student athletes and future ASP. 	
Professional Career	<ul style="list-style-type: none"> • In March 2022 I took up my post as CEO of UKAD. Prior to this as a senior executive at the UK communications regulator (Ofcom, 2010-2022) I established a track record in developing regulatory policies and rules underpinned by robust evidence, working in a complex political environment, subject to Parliamentary, media, and public scrutiny. I ensured regulatory standards were met, with enforcement action taken when required. • I have developed strong advocacy skills in my roles chairing Ofcom Steering and Advisory Groups, underpinned by consensus driven decision making. I bring Board level expertise established in my non-executive position on the Recruitment and Employment Confederation (2020- present). • As Ofcom's Director of Market Intelligence (2014-2017) I applied my technical expertise in horizon scanning and data analytics and prior to this as Ofcom's Head of Media Intelligence (2010-2014) to provide robust evidence that underpinned regulatory decisions. • Prior to joining Ofcom, I held senior research positions at Walt Disney and AC Nielsen. 	

Why do you want to be elected to the WADA NADO Expert Advisory Group?	<ul style="list-style-type: none">• My regulatory experience and business acumen enables me to offer a fresh perspective on the challenges NADOs face. I'm keen to strengthen partnerships with NADOs in Europe and internationally to work together to horizon scan in order to identify and share emerging threats and opportunities. There is more we can achieve by sharing our collective capabilities, working out together how to best harness new technology and data as well as responding to athletes' needs and their support personnel to defend clean sport together.• I lead UKAD which has, since its creation, supported WADA by contributing to Code revision, the Prohibited List review, as well as providing staff to share and build capabilities in other NADOs and RADOs across Testing, Results Management, and Education, including delivering for WADA's Global Learning and Development Forum Pilot. Election to the EAG will ensure UKAD can continue to support the anti-doping community while achieving our shared international objective to raise standards for athletes across the world. All of us at UKAD want to collaborate with our international partners, to seek and reach consensus of views to secure positive outcomes for clean sport.
What does Play True mean to you?	Play True represents the values of sport, a unifying way in which together we will deliver our goal of clean sport for all.

OCEANIA

Last Name	BARNES	
First Name	Nicholas	
Position and NADO	Chair, Drug Free Sports Fiji	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Chair DFSS - 5 years • Member of Results Management Panel - 7 years • Member of CRMP Asia & Pacific 	
Professional Career	<ul style="list-style-type: none"> • English qualified Solicitor • Managing Partner of Fiji's largest Commercial Law Firm (17 years) • Solicy-General of Grenada (2 years) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I want to be elected so that I can leverage my professional skills and my anti-doping experience to assist WADA preserve the integrity of sport. I believe WADA needs the input of many different voices and experiences to successfully carry out its functions.</p> <p>At the same time I will develop new skills and experience as it is important to keep growing on a professional and personal level. I also believe that the Pacific should be represented in as</p>	
What does Play True mean to you?	<p>Play True means, be fair and ensure everyone competes on an even playing field. Doping is cheating and the integrity of sport is vital to ensure an athlete's achievements are not devalued.</p>	

Last Name	PATERSON	
First Name	Nick	
Position and NADO	Chief Executive, Drug Free Sport New Zealand	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • DFSNZ: CE from July 2017 – current • iNADO: Chair of Board (2021): Board member (2019) • ORADO: advisor to Board since 2017, and Board Finance Sub-Committee Chair in 2021 and member in 2022 	
Professional Career	<ul style="list-style-type: none"> • 2017 Executive Director of NZ Gambling Commission • 2010 – 2016 General Manager at NZ Serious Fraud Office, law enforcement agency responsible for fraud investigation • 1995 – 2010 Roles in professional services, advising on fraud and ethics investigations, as well as prevention and detection activities • Chartered accountant 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I see the relationship between WADA and the NADOs as critical in terms of two-way support and accountability. I want to cement those relationships, making them strong and successful, and move forward collaboratively with a true focus on the athletes whom our work most impacts.</p> <p>Furthermore, I would bring to the NADO EAG the multi-cultural approach New Zealand takes to our anti-doping programme, interweaving indigenous approaches to ensure accessibility and a varied perspective.</p> <p>This is vital through a diverse Pacific region.</p>	
What does Play True mean to you?	<p>The pure enjoyment of competing hard, leaving nothing behind, knowing the best person has won, where how you win is as important as winning itself.</p>	

Last Name	SHARPE APM OAM	
First Name	David	
Position and NADO	Chief Executive Officer, Sport Integrity Australia	
Nominating NADO (if different from above)		
Anti-Doping Experience	<p>In September 2017, David was appointed to the role of Chief Executive Officer (CEO), Australian Sports Anti-Doping Authority.</p> <p>In May 2020, David was appointed by the Australian government as the inaugural CEO to lead the new agency, Sport Integrity Australia.</p> <p>As CEO, David has extensive experience in:</p> <ul style="list-style-type: none"> • Promoting the power and effectiveness of education to prevent doping; • Cooperating with, supporting and learning from other international colleagues to improve anti-doping capability; • Managing complex investigations and prosecution of doping offences; • Working with domestic and international law enforcement agencies in the investigation of serious anti-doping violations; and • Implementation of doping control programs for major international sporting events. 	
Professional Career	<p>David joined Australia's national anti-doping organisation as the CEO in 2017 and oversaw its incorporation into Sport Integrity Australia in 2020.</p> <p>David brings with him 30 years of experience in various national and international law enforcement roles. He has extensive experience in law enforcement with the Australian Federal Police (AFP). Roles there have been both national and international: they include leading the AFP's National Protection Operations as well as its Serious and Organised Crime Group, Counter Terrorism Unit and Close Operations Support Group. In 2015 he was made Assistant Commissioner.</p> <p>At different times he has additionally been a manager, coach and player for the National Rugby League's Canberra Raiders.</p>	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I have a passion to be involved in international initiatives to strengthen the international framework to combat threats to sport.</p> <p>As one of the first countries in the world to merge our anti-doping operations into a comprehensive integrity agency, I can share our experiences and lessons learnt to help inform global developments.</p> <p>As well as anti-doping, the expansion of our scope now includes the safeguarding of athletes, member protection, and competition and sports manipulation, which has been reflected in an upsurge in the number of matters being dealt with by the agency.</p>	
What does Play True mean to you?	<p>Playing true means providing a safe and fair environment to protect the integrity of sport and the health and welfare of those who participate in sport.</p> <p>Our role as leaders in this space is to address the threats and protect the health and welfare of the sporting community, through learning from each other and sharing expertise to coordinate a global approach to address all sports integrity matters.</p>	