

WORLD ANTI-DOPING AGENCY

INDEPENDENT MEMBER OF THE WADA INDEPENDENT ETHICS BOARD

POSITION PROFILE

The World Anti-Doping Agency's (WADA's) Independent Ethics Board (IEB) is charged with implementing the WADA Code of Ethics, which defines clear ethical standards over the activities of WADA's officials. The IEB is responsible for adjudicating any complaint that may arise under the WADA Code of Ethics and is composed of nine members: one Independent Chair, six Independent Members, one Sport Movement Member and one Public Authority Member. The WADA Code of Ethics, including the Regulations of the IEB and Rules of Procedure, can be found [here](#).

The IEB was constituted in 2022 with foundation members appointed for staggered terms to allow for smooth succession. One Independent Member position becomes vacant in May 2024. This particular position profile reflects the skillset of the outgoing IEB Member. In order to maintain the balance of skills and competencies currently in the IEB, this profile has essential requirements in the investigations arena.

The IEB works together with an independent Ethics Officer, who is responsible for the conduct of investigations regarding alleged breaches of the Code of Ethics. This specific IEB member profile has been designed to allow the IEB to have relevant skills amongst its members, to assess the investigation processes conducted by the Ethics Officer when the IEB is adjudicating a case.

Specific Requirements (essential)

- Meet WADA's Operational, Personal and Organizational Independence criteria¹;
- Knowledge or experience in ethics or legal matters;
- Substantial operational experience at the senior management level in investigations; compliance investigations or criminal prosecutions.

Specific Requirements (desirable)

- Strong knowledge of the structure of international sport and the global anti-doping system, including its rules and procedures.

General Requirements

- Impeccable reputation, integrity and ethics;
- Passion for sports integrity – aligned with WADA's mission and values;
- Strategic thinker;
- International perspective and experience;
- Ability to work collaboratively in a diverse, engaged and consensus driven Committee culture;
- Ability to deal with complex issues;
- Experience in a similar Committee setting;

- Cultural awareness (understanding and acceptance of diversity of cultures);
- Enthusiasm for task (availability and time);
- Good communicator with strong command of English;
- Ability to travel internationally for annual in-person meetings.

¹ These criteria are detailed in the Regulations on Independence in WADA's [Governance Regulations](#).