

# 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 works together with an independent [Ethics Officer](#), who is responsible for the conduct of investigations regarding alleged breaches of the Code of Ethics.

The IEB was constituted in May 2022 with inaugural members appointed for staggered terms to allow for smooth succession. One Independent Member position becomes vacant in May 2025. The position profile for this upcoming vacancy reflects the skillset that has been deemed essential to augment the skills and competencies currently in the IEB, and in particular, in the adjudication arena. The position will have the skills to understand, challenge and take forward the legal advice and opinion of the Ethics Officer, in addition to managing Panel proceedings.

#### **Specific Requirements (essential)**

- Legal qualifications;
- Judicial or litigation experience;
- Experience in a similar adjudicatory body;
- Demonstrated ability to effectively communicate and present reports to stakeholders;
- Compatibility with WADA's Operational, Personal and Organizational Independence criteria<sup>1</sup>.

#### **Specific Requirements (desirable)**

- Knowledge of Swiss jurisdiction or similar model (given the Code of Ethics is governed by Swiss law);
- Knowledge or experience in ethics matters;
- Ability to assume committee leadership.

#### **General Requirements**

- Impeccable reputation, integrity and ethics;
- Passion for sports integrity – aligned with WADA's mission and values;
- Strategic thinker and ability to deal with complex issues;
- International perspective and experience;
- Ability to work collaboratively in a diverse, engaged and consensus-driven Committee culture;
- Cultural awareness (understanding and acceptance of diversity of cultures);
- Enthusiasm for task (availability and time to prepare for meetings and Panel proceedings);
- Excellent communication skills with strong command of English;
- Ability to travel internationally for annual in-person meetings;

- Ability to attend regular virtual meetings at times which cater to multiple time zones.

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