

# WORLD ANTI-DOPING AGENCY

## INDEPENDENT PRESIDENT and VICE-PRESIDENT

### POSITION REQUIREMENTS

*The candidates to the World Anti-Doping Agency's (WADA's) independent President and Vice-President positions will be reviewed and vetted by the WADA Nominations Committee against the following requirements.*

#### **Essential Skills:**

- Ability to craft and agree a vision, communicate it, and motivate others to collaborate in delivery;
- Ability to set an agenda aligned with the vision that leads to effective execution;
- Athlete centered with detailed understanding of sports ecosystem;
- Understanding and respectful of stakeholder motivations;
- Relationship builder / diplomat – comfortable in highly politically charged situations;
- Interpersonal skills and judgement to inspire confidence and trust;
- Solution oriented with an ability to compromise;
- Operates with the utmost integrity.

#### **Independence Criteria<sup>1</sup>:**

Candidates are required to meet the Operational and Personal Independence criteria throughout their mandate.

- **Operational Independence:** operational independence requires that the Individual in the exercise of their mandate always acts in the best interest of WADA and remains free of undue influence. The fact that an Individual has a duty or responsibility to, or holds an office or a relationship with, a WADA stakeholder, or was nominated or proposed by a WADA stakeholder, does not per se hinder the Individual from exercising their mandate in the best interest of WADA.
- **Personal Independence:** personal independence requires that the Individual exercises their mandate in a personal capacity and does not act upon direction or coordinate with any other person/entity outside WADA.

The elected President and Vice-President will also have to meet the Organizational Independence criteria for a six-month period prior to being eligible to hold office (*cooling-off period*) and throughout their mandate.

- **Organizational Independence:** organizational independence requires that the Individual does not exercise a non-executive, executive, operational or management function in/with any WADA stakeholder. The Individual is ineligible if they hold a duty or responsibility to, office or relationship with, the non-executive, executive, operational or management of a WADA stakeholder (i.e., any entity which can send representatives on WADA governing bodies, can be bound by rules enacted by WADA or can be directly or indirectly impacted by WADA activities).

By way of example, the following constitutes a non-exhaustive list of incompatibilities with Organizational Independence:

- a) staff member or elected/appointed position in organs<sup>2</sup> exercising authority within a national or international sport institution;
- b) senior position (Head of State/Cabinet Ministers/Ministers/Secretary of State/Deputy Minister/heads of government departments/Executive Director/Senior Officers) with the public authorities or a public corporation, or the Individual perceives personal benefits from public authorities for the performance of duties for WADA;
- c) staff member or elected/appointed position in organs exercising authority within Signatories to the World Anti-Doping Code (Code);
- d) individuals/members of entities with long-term contractual relationships with WADA;
- e) members of law firms that regularly act for/against WADA;
- f) staff member or elected/appointed position in organs exercising authority within service providers active in the anti-doping field.

On the contrary, the following constitutes a non-exhaustive list of possible examples of compatibility with Organizational Independence:

- g) independent member of certain advisory bodies of a national or international sport institution, public authority, public corporation, Code Signatory or other WADA stakeholder<sup>3</sup>;
- h) independent member of an adjudicatory body of a national or international sport institution, public authority, public corporation, Code Signatory or other WADA stakeholder.

Notes:

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

<sup>2</sup> The term "organs" is referenced in the Regulations. In practice, it means organization or body.

<sup>3</sup> For example, an independent member of an integrity body of a WADA stakeholder would be considered as meeting the Organizational independence requirement.