

WORLD ANTI-DOPING AGENCY

INDEPENDENT MEMBER OF THE COMPLIANCE REVIEW COMMITTEE

POSITION PROFILE

The World Anti-Doping Agency's (WADA's) Compliance Review Committee (CRC) is independent and non-political. Its purpose is to oversee WADA's efforts to secure compliance, and monitor ongoing compliance, by Signatories to the World Anti-Doping Code (Code) with the relevant requirements of the Code and the supporting International Standards. See also – [Compliance Review Committee Terms of Reference](#).

The CRC is composed of three Independent Members, including the CRC Chair, and three members nominated by athletes, governments, and sport. One Independent Member position becomes vacant at the end of this year (2025). This particular position profile reflects the skillset that is expected of the new CRC member.

Essential Experience:

- Demonstrated experience at a senior advisory or decision-making level in complex compliance and regulatory matters.

Essential Competencies:

- Substantial experience and expertise in compliance monitoring, quality assessment or International Organization for Standardization (ISO) processes;
- Ability to assume leadership in committee settings;
- Experience working on committees;
- Demonstrated ability to work in complex and challenging multilateral settings;
- Demonstrated ability to effectively communicate and present decisions and their implications to stakeholders; and
- Advanced English-language skills.

Additional Requirements:

- Compatibility with WADA's Operational, Personal and Organizational Independence criteria;⁽¹⁾
- The candidates shall not sit on any other WADA bodies as of the time of appointment;
- Impeccable reputation, integrity and ethics;
- Interest for sports integrity – aligned with WADA's mission and values;
- Cultural awareness (understanding and acceptance of diversity of cultures);
- Enthusiasm for task (availability and time to read and prepare between meetings);
- Ability to travel internationally for in-person meetings (two per year);⁽²⁾ and
- Ability to attend virtual meetings at times that cater to multiple time zones.

Non-Essential Competencies:

- Understanding of Quality Management Systems;

- Legal qualifications with exposure to litigation or dispute resolution;
- Understanding of data management, analysis, and reporting;
- Understanding of project management, planning, and risk assessment;
- Understanding and experience with current geopolitical issues;
- Understanding of anti-doping and the international sporting community.

Notes:

- (1) These criteria are detailed in the Regulations on Independence in WADA's [Governance Regulations](#). 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 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.*
- (2) In-person CRC meetings may occupy up to three days, representing a five-day commitment due to travel time. In addition, virtual CRC meetings may be spread between one and three days, and ad hoc meetings may be called regularly during a given year depending on compliance cases. As indicated in the call for interest, all CRC meetings require considerable time for meeting preparation, which includes significant material readings ahead of each meeting.