

2027
WORLD ATHLETICS
ELECTIONS
**ROLE DESCRIPTION
THE PRESIDENT**



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1. ROLES AND RESPONSIBILITIES: THE PRESIDENT

Persons seeking to become Candidates for the role of President must read and understand the list of competencies required for the role.

Candidates will be required to provide accurate and verifiable examples of how they meet these requirements when completing Part C (Competency Statement) of the Nomination Form.

The Nomination Form's draft contents will be reviewed and verified before the final version is submitted for publication.

1.1. Role

Overview:

- The President of World Athletics serves as the lead representative for World Athletics, and ambassador for the sport of Athletics globally.
- The President is expected to be the source of insight and innovation and the driving force for the future development and success of the sport of athletics and World Athletics.
- The President is responsible for providing strategic leadership, ensuring effective governance, and fostering strong relationships with stakeholders, including Member Federations, Area Associations, athletes, sponsors, the media and other key partners.
- The President's role is pivotal in shaping the future of athletics worldwide and ensuring World Athletics operates as a model of excellence in governance and leadership.
- The President works in tandem with the CEO, who has overall responsibility for the performance of the World Athletics administration (HQ), which executes the day-to-day operations of World Athletics by implementing the plans, policies and strategies as defined and directed by Council and the Executive Board.
- The role of President is expected to be the incumbent's primary professional occupation, with substantial time spent in Monaco on WA business, notably with the CEO and HQ team.
- The President is expected to travel extensively internationally to attend key events, conferences, and meetings with stakeholders as well as being present at HQ.

1.2. Term

The term of office for the President is four (4) years, unless he/ she resigns, is removed, ceases to be Eligible, or ceases to act as President for any other reason.

1.3. Primary responsibilities

In addition to the responsibilities enumerated below, the President has responsibilities as a Council Member and Executive Board Member as specified in the Constitution in articles 47 and 58.

Leadership and representation

- Be the lead representative for World Athletics and the sport of Athletics, and the principal spokesperson for World Athletics in accordance with directions decided by Council and the Executive Board.
- Chair meetings of Congress, Council and the Executive Board and lead their work, including ensuring they are organised properly, function effectively, act within their powers and meet their obligations and responsibilities.
- Be an ex officio voting member of all Commissions and Working Groups, providing guidance and/or attending their meetings as the President and the Chairs consider appropriate.
- Represent World Athletics at top-level international events, meetings, and forums, promoting the organisation's vision and mission.
- Maintain a close working relationship with the CEO and act, in effect, as the de facto supervisor of the CEO on behalf of the Executive Board, and be the lead contributor to the regular performance assessments of the CEO conducted by the Executive Board.
- Provide direction to HQ leadership, without assuming operational/hands-on responsibilities.
- Lead World Athletics negotiations with the International Olympic Committee and major event LOCs and political leaders and represent World Athletics' interests as an IOC member (if so appointed) and with ASOIF.

Governance and oversight

- Oversee, together with the CEO, the activities of the Commissions, Working Groups and Taskforces, between Council meetings, including ensuring they are functioning effectively, acting within their powers and meeting their obligations and responsibilities, as decided by Council.
- Ensure, together with the CEO, that decisions of Congress, Council, and the Executive Board are implemented, and that the Constitution, Rules and Regulations of World Athletics are respected at all times.
- As a member of the Nominations Panel, play a lead role in the recruitment and identification of individuals proposed for appointment to key World Athletics bodies including as members of all Commissions, as independent members of the Executive Board and all the bodies listed in sections 6.2 and 6.6 of the World Athletics Constitution.
- Authorise transactions and sign documentation on behalf of World Athletics, in collaboration with the Executive Board and/or CEO, in accordance with decisions, policies and procedures decided by the Executive Board and within delegated authorities approved by the Executive Board.
- Perform any other tasks and duties as are delegated to the President by Congress, Council and the Executive Board.

- Participate in regular reviews of Council and Executive Board performance to ensure continuous improvement in governance and operations.

Strategic development

- Oversee the development and implementation of the World Plan for Athletics and the World Athletics Strategic Plan, ensuring progress is regularly monitored.
- Lead Council in determining the key strategies, policies and decisions to be adopted by Council in its role as the guardian of the sport.
- Lead the Executive Board in determining the key strategies, policies and decisions to be adopted by the Executive Board in its role of overseeing World Athletics' business operations and realising its commercial potential.
- Support, monitor, and collaborate daily with the Chief Executive Officer (CEO) to align operational activities with strategic objectives.
- Assist in identifying leadership gaps and help shape World Athletics' leadership so that it is representative, diverse and international, and is optimised to achieve the strategic and operational objectives of World Athletics.

Stakeholder engagement

- Maintain and facilitate effective communication and relationships with Member Federations, Area Associations (including status as an ex officio member of all Area Association Councils), sponsors and other stakeholders.
- Advocate for the interests of Athletics and World Athletics throughout the world, ensuring alignment with organisational values and principles.

2. COMPETENCIES

Each Candidate will be required to demonstrate how they have experience in relation to the following experience-based competencies:

- **Leadership** - Visionary and innovative leadership in multiple dynamic and complex environments.
- **Decision-making** - Ability to build consensus and to engage in collaborative decision-making, across a wide range of stakeholder communities and individuals, including athletes' engagement.
- **Communication** - Superior communication and public speaking skills appropriately tailored to diverse audiences and communities.
- **Commercial** - Commercial expertise including both an understanding of commercial contracts and business sector practises in different countries, industry sectors and cultures, and successful experience negotiating large and complex commercial arrangements related to sport events, electronic media broadcast rights, sponsorship and commercial partnerships.

- **Risk** - Proven capacity to assess and manage risk and to successfully manage organisational crises by providing leadership and accountability that ensures HQ Teams remain focused on delivery.
- **Governance** - Commitment to governing successfully through openness and transparency while exhibiting the highest standards of integrity and expectations of ethical behaviour by professional colleagues.
- **Media relations** - Understanding of the international sport media exemplified by a record of successful interaction with media.
- **Stakeholder relations** - Significant successful experience in stakeholder relations and communications.
- **Global network** - Access to a global network of high-level stakeholders across sectors of interest and value to World Athletics.
- **Athletics** - In-depth knowledge of and experience in the sport of athletics at all levels, including governance structures, key players, stakeholders and experience in fostering and managing relationships with them.
- **Working knowledge** of international sport politics and experience in significant leadership positions in international sports and in negotiations with governments and quasi-governmental organisations.

These competencies are in addition to those expected from Council Members and listed further below:

- Leadership;
- Strategic thinking;
- In-depth knowledge of and experience in the sport of athletics at all levels, including governance structures, key players, stakeholders and experience in fostering and managing relationships with them;
- Honesty and Integrity;
- Interpersonal communication;
- Organisational awareness;
- Financial understanding;
- Administrative and/or governance experience;
- Vision and passion;
- International relations.

3. WORKING CONDITIONS

- The President is expected to treat the role as their primary professional occupation throughout their tenure as President. (Other professional and voluntary activities of the President must be disclosed and will be subject to vetting from conflict of interest and time commitment standpoints).
- This position requires frequent international travel and the ability to work long hours across multiple time zones.
- The incumbent is not required to reside in Monaco but will be expected to spend considerable time at headquarters in Monaco conducting World Athletics business and interacting with the CEO and senior staff of World Athletics.

4. FEES AND EXPENSES

The current compensation for the role is detailed below. The final proposed compensation will be recommended by the Remuneration Committee to the Executive Board.

- USD 257,500 per annum adjusted periodically for inflation consistent with WA HQ staff [Under review].
- Plus a base fee of USD 22,500 per annum (as Executive Board member)
- Travel, meals, and accommodation are covered by World Athletics for business-related travel and expenses.
- Housing allowance in Monaco plus out-of-pocket living expenses [Under review].
- Health insurance [Under review].
- Services and workspace of executive assistant support to the President – in Monaco and at the President's permanent place of residence (TBD) [Under review].

