

WORLD ATHLETICS  
COACHES'  
COMMISSION  
INFORMATION &  
NOMINATIONS  
PACK



WORLD  
ATHLETICS



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## 1. INTRODUCTION

This Information and Nominations Pack sets out the steps and requirements for all persons wishing to be considered for appointment as a member of the Coaches' Commission.

The role of the Nominations Panel is to advertise, assess, and make recommendations to the Council on the proposed appointments to this Commission.

Please email [nominations.panel@worldathletics.org](mailto:nominations.panel@worldathletics.org) if you have any enquires concerning the information contained in this pack.

## 2. ROLE OF THE COMMISSION

Like all other World Athletics Commissions, the role of the Coaches' Commission is to provide expertise and to advise Council, but if requested, they may also advise the President, Executive Board, Chief Executive Officer and Directors, and other Commissions and Working Groups. Commissions are advisory and accountable to Council; they have no authority to make decisions on behalf of Council or World Athletics.

## 3. SCOPE OF THE COMMISSION

Commission members will be involved in discussions at the forefront of developing, innovating and growing the sport in the specific role of each Commission.

Current World Athletics Commissions include Athletes', Competition, Development and Governance and the detailed roles and responsibilities for these Commissions are set out in their respective Terms of Reference which are available on the website [here](#).

The Coaches' Commission is a new Commission which will represent and support initiatives relating to elite coaching as detailed below.

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### Commission Scope

Members of the Coaches' Commission will ensure coaches' voices are integrated into World Athletics' decision-making and to ensure a dedicated forum to provide focus and drive forward identified elite coaching initiatives through proposed policies and projects advised to the World Athletics Council. The Commission will focus on elite-level coaching and related high-performance strategies and international competition environments.

The key proposed responsibilities are:

#### 1. Representation and Voice of coaches

- Provide input and help shape WA proposals (e.g. WAS event competition innovation and reform)
- Gather insights from coaches across regions and disciplines to inform elite coaching related priorities
- Facilitate dialogue between WA, Area and federation elite coaching communities and share/ disseminate information and best practice eg through seminars and WAS event coaches' clubs.

#### 2. Gather Policy and Education Advisory

- Advise on elite coaching proposals e.g. relating to safeguarding and high-performance coach education (focused on WA CECS level 3 and continuous professional development at this level)
- Support gender equity in elite coaching and initiatives to address under-representation
- Propose initiatives such as minimum standards and professional criteria for elite coaching conduct.

### 3. Professional Development and Innovation

- Strengthen continuous professional development systems and align them with elite coaches needs
- Support innovation, knowledge-sharing, and alignment across elite coaching networks
- Promote research-informed and best practice e.g. relating to biomechanics, performance analysis and athlete monitoring to equip coaches with the latest science-driven approaches including through collaboration with academic institutions.

### 4. Athlete Development and Welfare

- Advise on optimal high-performance coaching environments for athletes including consideration of differences in coaching approaches between genders etc
- Ensure coaching contributes to safe, athlete-centred development frameworks
- Strengthen accountability mechanisms related to elite coach conduct and safeguarding.

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The Coaches' Commission will develop a plan through to 2027 aligned with both the World Athletics Pioneering Change Strategic Plan 2024 – 2027 and the World Plan for Athletics 2022-2030. The plan will set out the work and specific outcomes to be achieved during the Commission's initial two-year term. The plan is reviewed and revised annually to ensure alignment with the work being undertaken by the relevant World Athletics Department(s).

The Chairperson is ultimately responsible for the work of the Commission, which includes but is not limited to setting the agenda (with the relevant World Athletics Director), leading and coordinating progress of the work, chairing meetings, agreeing on meeting schedules and reporting to Council. Chairpersons will be required to report at least twice each year on the Commission's progress against its plan and to make any recommendations to it.

The Coaches' Commission will work closely with, and be supported by, the relevant World Athletics Director(s) and other staff, as required.

## 4. MEMBERSHIP

The Coaches' Commission will have between eight and 14 members including at least two Council Members. The World Athletics President will be an ex-officio member of the Coaches' Commission.

The initial term of appointment is for approximately two years from the date of appointment (expected to be November 2025) until the conclusion of the 2027 World Athletics Congress. All future terms of appointment, as applicable, will be four-years.

The members will be appointed by Council, on the recommendation of the Nominations Panel.

Commission members will be appointed based on merit taking into consideration the individual's knowledge, skills and expertise in the subject matter of the relevant Commission. Additional secondary criteria for appointment are that each Commission should preferably comprise at least one person from each of the six Areas; at least 40% of each sex; and a member to represent the Athletes' Commission.

The Convenor of the Nominations Panel is Gord Orlikow (CAN) and the full members of the panel can be found [here](#).

## 5. MEETINGS AND EXPECTATIONS

The Coaches' Commission will meet at least three times in each year of their term.

At least one of the three meetings annually will be held in-person, usually in Monaco. The other meetings of the Commissions will be held remotely using video conferencing.

The first meeting of the Coaches' Commission is expected to be held at the end of November during the week starting 17 or 24 November (subject to the dates of the appointments).

Due to the important role of the Coaches' Commissions, there is a steady flow of work throughout the year. The Commissions typically have small sub-groups of members working on specific workstreams and projects between meetings, and additional time commitments may also be required when dealing with urgent matters or if a Commission member is appointed to a working group or panel to ensure connectivity back to the Commission. Commission members are therefore expected to participate in Commission related work between meetings by email, and/ or remotely.

In addition to the Commission meetings, the Chairpersons of all the Commissions meet at least once a year to collaborate on shared initiatives as well as to be updated by the Chief Executive Officer and relevant Directors, and to align ongoing and future work.

Membership of the Coaches' Commissions is voluntary; however, World Athletics will pay a per diem of USD150 per day for each in-person meeting of the Commission together with travel, accommodation and meals, in accordance with World Athletics policy.

## 6. STEPS TO APPOINTMENT

There are 4 steps in the process to be appointed as a Commission Member:

- Step 1 - Application
- Step 2 - Assessment by Nominations Panel
- Step 3 - Vetting of Shortlisted Applicants
- Step 4 - Recommendation & Decision

### 6.1. STEP 1 – Application

Persons wishing to apply to be a Commission Member must complete the following and submit it to the Convenor of the Nominations Panel, by no later than **30 September 2025 (23:59 CEST)**, by email to [nominations.panel@worldathletics.org](mailto:nominations.panel@worldathletics.org).

- a. the completed Application Form. The Application Form is available for download on the [World Athletics website](#) and by Circular;
- b. a letter detailing the Applicant's suitability for one of the Coaches' Commission Member positions (against the criteria listed in section 6.2 of this Pack below), outlining their skills and experience, how they will contribute to the Commission and the reasons for applying; and,
- c. a CV and names of two referees.

Applicants should seek the endorsement of their application from the Member Federation or an Area Association, of which they are a member or otherwise associated. If an expert wishes to apply to the Coaches' Commission, they may either seek the endorsement of the World Athletics Chief Executive ([jon.ridgeon@worldathletics.org](mailto:jon.ridgeon@worldathletics.org)).

The Nominations Panel must first consider Applicants who have been endorsed by Member Federations and Area Associations. If the Nominations Panel considers the skills, expertise knowledge and secondary criteria of the Applicants are insufficient for the Coaches' Commission, it may consider applications from experts recommended by the Chief Executive Officer.

A Member Federation or Area Association can endorse more than one Applicant.

If a Member Federation or Area Association endorses an application, the Member Federation's or Area Association's board, executive committee or equivalent body should pass a resolution approving its endorsement of the Applicant/s.

If the Applicant obtains an endorsement, the Application Form must be signed by the Applicant and the most senior officer (e.g., President, the Secretary General or the Chief Executive) of the Applicant's Member Federation or Area Association. If the Applicant is the most senior officer of the Member Federation or Area Association, the form must be signed by the next most senior officer of the Member Federation or Area Association, as applicable.

### Applicants:

- must be 18 years or older
- cannot be members of World Athletics Staff (which also includes the Athletics Integrity Unit)
- cannot be members (unless a Council Member) of any World Athletics independent body (i.e. the independent bodies listed on [this link](#))
- must be declared Eligible as set out in Article 65.2 of the World Athletics Constitution in accordance with the Vetting Rules.

Applicants should be able to speak and understand English reasonably well as all meetings will be conducted in English.

## 6.2. STEP 2 - Assessment by Nominations Panel

The Nominations Panel will review and assess all the applications. It may hold interviews and undertake such other enquires as it sees fit including contacting referees.

In deciding on the recommended applicants to be Coaches' Commission Members, the Nominations Panel is required to:

- a. consider the specific skills, expertise and knowledge of the Applicants in the subject matter of the Commission;
- b. ensure the Coaches' Commission preferably comprises of at least one person from each Area, at least 40% of each sex; and a member to represent the Athletes' Commission.

The Nominations Panel will decide on a shortlist of Applicants and request they complete Step 3 below.

## 6.3. STEP 3 – Vetting of Shortlisted Applicants

All shortlisted Applicants will be subject to an Integrity Check by the Vetting Panel in accordance with the Vetting Rules. No shortlisted Applicant may be recommended for appointment until they are declared Eligible by the Vetting Panel.

The Vetting Panel is a separate and independent body of World Athletics.

The process involves completing a form and the Vetting Panel carrying out an Integrity Check.

The Integrity Check requires the Vetting Panel to be satisfied that the Applicant is able to meet the high standards of conduct and integrity required and is of good character and reputation (i.e. being declared Eligible).

Applicants who have been previously declared Eligible by the Vetting Panel still need to go through the process, although depending on when they were last declared Eligible may benefit from faster processing times.

Applicants will be sent a letter confirming whether they are Eligible or not.

#### 6.4. STEP 4 – Recommendation and Decision

Following the completion of Step 3, the Nominations Panel will make its recommendations for the Coaches' Commission members, including proposing the Commission chair, to the Council. This is expected to occur in November 2025.

Once the Council has approved the recommendation, all Applicants will be advised of the outcome.

All Commission members will be required to sign a Letter of Appointment.

### 7. APPLICABLE RULES

There are a number of World Rules and Regulations which specifically apply to Applicants and will apply to the successful appointed Commission Members. All Applicants should review these prior to submitting their Application. They are summarised below and each document can be found in the Book of Rules available [here](#).

#### 7.1. Governance Rules (Book B3.1)

These Rules set out the procedures for the Commissions, as well as the Council, Executive Board and other bodies within the World Athletics governance structure.

Rule 5 sets out the process for the appointment of the Commission Members; the nature and scope of work of the Commissions; the meeting procedures; and relevant authority.

#### 7.2. Vetting Rules (Book 3.2)

These Rules set out the role, composition and responsibilities of the Vetting Panel and the criteria and process for Vetting including for the Integrity Check.

#### 7.3. Integrity Code of Conduct (Book D1.1)

This Code is central to World Athletics' integrity standards. It sets out the high standards of conduct expected of all World Athletics Officials or persons seeking to be a World Athletics Official. Members of Commissions are World Athletics Officials.

## 8. TIMELINE

STEP	DATES	ACTIVITY	CONTACT / WHERE TO FIND INFORMATION
	02 September 2025	<p>Advertisement for Coaches' Commission Members published</p> <p>All Member Federations/ Area Associations informed by Circular</p> <p>Information and Nomination Pack available on the <a href="#">World Athletics website</a></p> <p>Any questions about the application process can be asked of the Nominations Panel Convenor, Gord Orlikow</p>	<p><a href="https://worldathletics.org/about-iaaf/documents/elections-appointments">https://worldathletics.org/about-iaaf/documents/elections-appointments</a></p> <p><a href="mailto:nominations.panel@worldathletics.org">nominations.panel@worldathletics.org</a></p>
	September 2025	<p>Applicants who wish to do so, to obtain support from a Member Federation or Area Association (or for experts, the World Athletics CEO as applicable)</p> <p>All Applicants to prepare their Applications</p> <p>Member Federations and Area Associations contact details are listed on the World Athletics <a href="#">website</a></p> <p>Process to call for nominations of Council Members and Athletes' Commission members (or representatives)</p>	<p><a href="https://www.worldathletics.org/about-iaaf/structure/member-federations">https://www.worldathletics.org/about-iaaf/structure/member-federations</a></p>
1	By no later than 30 Sept 2025	Submission of Candidate Nomination Form by Member Federations or Area Associations	<a href="mailto:nominations.panel@worldathletics.org">nominations.panel@worldathletics.org</a>
2	October 2025	Review of Candidate Nomination Forms by the Nominations Panel	
3	By no later than 31 Oct 2025	Nominations Panel establishes candidates who are shortlisted and informs them	
4	October - November 2025	<p>Shortlisted applicants contacted by the Compliance &amp; Risk Officer</p> <p>Vetting Panel undertakes Vetting of shortlisted nominees and sends outcome to applicant</p> <p>All shortlisted nominees must be declared Eligible by the Vetting Panel</p>	<a href="mailto:compliance@worldathletics.org">compliance@worldathletics.org</a>
5	Early November 2025	Nominations Panel makes recommendations to Council of proposed Commission Members, including proposed Chair	
6	Mid-November 2025	<p>Council appoints the Chair and members of the Commission</p> <p>All applicants informed of the outcome of the process</p> <p>List of Commission Members published on the World Athletics <a href="#">website</a></p>	<p><a href="https://www.worldathletics.org/about-iaaf/structure/commissions">https://www.worldathletics.org/about-iaaf/structure/commissions</a></p>
7	Late November 2025	First online meeting of the Coaches' Commission.	

