



SENIOR COUNSEL

If you are a creative and experienced sport and governance lawyer, a solid team player who enjoys working jointly, stimulated by international, multicultural environments and global challenges. And if you love sport. Come and join World Athletics and contribute to shaping and protecting the future of the most participated sport on the planet and the number one Olympic sport.

World Athletics is looking for a highly motivated, **Senior Counsel** to join an efficient close-knit legal team of four members responsible for all legal and business affairs of the sport at a global level.

The role is based at World Athletics' Head Quarters in Monaco, reporting to the General Counsel.

About World Athletics

More people around the world participate in athletics than any other sport on the planet.

World Athletics is the international governing body for the sport of athletics that includes track, field and road events. It includes 6 continental federations and 214 national federations, each a member of World Athletics. World Athletics organises leading athletics competitions worldwide including a number of World Athletics Series (WAS) events and its flagship, the biennial World Athletics Championships. It also administers One-Day Meeting circuits such as the World Indoor Tour, Continental Tour, Wanda Diamond League and Road Race Label events.

World Athletics is based in **Monaco**, has a staff of 99 representing 31 different nationalities of all continents. Lord Sebastian Coe was elected as the current World Athletics President in August 2015 and reelected in 2019. He has since instigated a period of high-profile organisational transformation and modernisation, as well as wide-spread reforms across the sport globally.

World Athletics' vision is **"to use the power and accessibility of athletics and our athletes to create a healthier and fitter world"**, which gives a true purpose to all people working in the Association. They also aim at developing the whole sport – from playground and parks to Olympic Podiums.

General overview of the position

- Working closely with individuals at all levels of World Athletics as key contact and implementer for a variety of legal, governance, regulatory and commercial matters.
- Contributing to maintaining relationships with key stakeholders such as Athletics Integrity Unit.
- Responsible for legal advice to the organisation in relation to regulatory and governance matters and the maintenance of and compliance with WA's Rules and Regulations.
- Responsible for drafting World Athletics' Rules and Regulations in collaboration with personnel from relevant departments at World Athletics.
- Providing education and training to staff, volunteers and those participating in Athletics on the Rules and Regulations.
- Responsible for investigating breaches of Rules and Regulations and advising on appropriate sanctions for such breaches.
- Responsible for providing legal advice in relation to World Athletics' management of Athletes' Representatives (athlete agents).
- Responsible for providing legal advice in relation to safeguarding issues raised with World Athletics.
- Working across WA in drafting standard contracts, supporting tenders, contract management, compliance, risk management procedures and more generally assists on all organisational and commercial issues managed by the Department.
- Providing strategic and operational governance support to the Director of Legal and Business Affairs, management and governance colleagues in preparation for organisational meetings (i.e. Executive Board, Commissions, Working Groups, Panels, Council & Congress).
- Working on / project managing special / strategic organisation projects from time to time that require a strong legal and governance lead.



Description of key responsibilities of the position

Governance, Regulatory and Compliance:

- Advice on constitutional, regulatory matters, drafting regulations and amendments, lead on consultation processes for proposed changes to regulations.
- Drafting and presenting proposing papers to organisational bodies (i.e. Executive Board, Commissions, Working Groups, Panels, Council & Congress).
- Updating and upgrading internal policies.
- Training of personnel on the various applicable rules.

Contract drafting and negotiation:

- Drafting and negotiation of simple and complex agreements in English, in collaboration with the Department concerned and depending on the activity need.

Advice, support, research:

- Advise Departments on interpretation of rules, regulations and contracts.
- Propose pragmatic solutions to legal, commercial and business issues.
- Provide general support to the Director on the Department activities and internal reporting.
- Collaboration with the other team members.

Skills and experience required

- Legal qualification, with at least 8 years post-qualification experience in sport law and governance.
- Working knowledge of sport sector, gained in an international environment preferably in a sport governing body (national or international federation)
- Ability to manage highly technical matters whether contractual, governance or regulatory
- Ability to serve as a credible and effective representative of World Athletics interests in dealing with its members and with external parties
- Fluent English (speaking and writing), basic French (speaking and writing) preferred, other languages a strong asset.

What we offer

- Comprehensive package, including medical, life insurance and income protection.
- A talented team of passionate individuals who love what they do
- The option to work from home for one day a week.
- Development opportunities
- Casual and inclusive atmosphere with people of diverse backgrounds, lifestyles, and nationalities
- Wellbeing and teambuilding initiatives and activities throughout the year (travel, ski, etc.)
- Exceptional work and living environment in Monaco: sea and mountains on the doorstep, 300 days of sun per year and a safe and secure community.

How to apply

World Athletics is an equal opportunity employer and strongly encourages applications from suitably qualified and eligible candidates regardless of gender, ethnicity, disability, age, sexual orientation, gender identity, religion or belief.

To apply candidates should send the following in English to emploi@worldathletics.org before **September 10th 2023**.

- ☺ Letter of application highlighting your interest in the post and your relevant experience
- ☺ Up to date curriculum vitae
- ☺ Details of current remuneration
- ☺ Names and contact details for three referees (referees will not be contacted until final interview stage)