



## **JOB TITLE: BIU Lawyer**

**REPORTING TO:** Head of Biathlon Integrity Unit

### **OVERVIEW OF BIATHLON INTEGRITY UNIT**

The Biathlon Integrity Unit (BIU) is operationally independent from the governing body of biathlon, the International Biathlon Union (IBU) and is managed by the Head of the BIU who reports to the Integrity Board.

The purpose of the BIU is to protect the integrity of biathlon from all forms of corrupt practice, including performance enhancement through doping and betting-related activities.

The remit of the BIU is to combat the threat of corruption, primarily through prevention, investigation and prosecution.

### **JOB DESCRIPTION AND REQUIREMENTS**

The BIU Lawyer is responsible for providing high quality and timely legal advice to BIU and IBU across multiple areas of law.

A background in sports anti-doping is not a mandatory requirement, although a general understanding of integrity issues in sport would be an advantage

The duties of the role include, but are not limited to:

- Providing high quality legal advice on a range of matters affecting the BIUs operations, including anti-doping.
- Rule violation matters, integrity issues, legal policy, administrative law, statutory interpretation, litigation support, freedom of information and privacy matters, contractual and procurement matters and employment law.
- Providing advice about the IBUs Constitution and Integrity Code, sports anti-doping and integrity policies, the World Anti-Doping Code and supporting guidelines and documents, and anti-doping case law.
- Assisting with the progression of anti-doping rule violations, including the analysis of briefs and recommendations, preparation for hearings before the Court of Arbitration for Sport and other sport tribunals.
- Conducting legal research where required and assist in training staff on legal issues relevant to the work of the BIU.
- Working collaboratively with the other operational and support areas of the BIU, with external stakeholders including athletes, sporting organisations, and with other national anti-doping organisations globally including the World Anti-Doping Agency.



### BIU LAWYER ENTRY CRITERIA:

- Extensive and recent legal experience (experience in anti-doping desirable).
- A sound understanding of information handling.
- A professional and flexible approach to work.
- The ability to work with sensitive information and maintain confidentiality.
- Fluent in English (Essential); German language desirable but not essential.
- Unquestionable integrity.
- Good team player, with exceptional organisational skills.
- Thoroughness and attention to detail.
- Excellent IT skills, including Microsoft Office.
- Flexibility – hours can be long and include weekends and on occasion extended periods of travel are required.

This role will involve overseas travel and work, often during evenings and weekends, therefore a flexible approach will be required.

### SALARY AND BENEFITS:

- Salary on request
- Core working hours: 38.5 hours per week

### SELECTION PROCESS AND VETTING PROCEDURE

The selection process will include one or more interviews, to be held in person and/or remotely at a time to be specified.

To be selected for the role, a candidate must be 'Eligible', as defined in Article 26.2 of the IBU Constitution. The Vetting Panel (made up of the three independent members of the BIU Board) will determine whether the candidates are 'Eligible' following a vetting process (as set out in Article 27 of the IBU Constitution, and in the Vetting Rules). Candidates (if selected) will be required to submit a duly completed 'Vetting Disclosure Form' for this purpose.

The IBU Constitution, Integrity Code, BIU Rules, and Vetting Rules are available at: <https://www.biathlonworld.com/downloads/>

### HOW TO APPLY

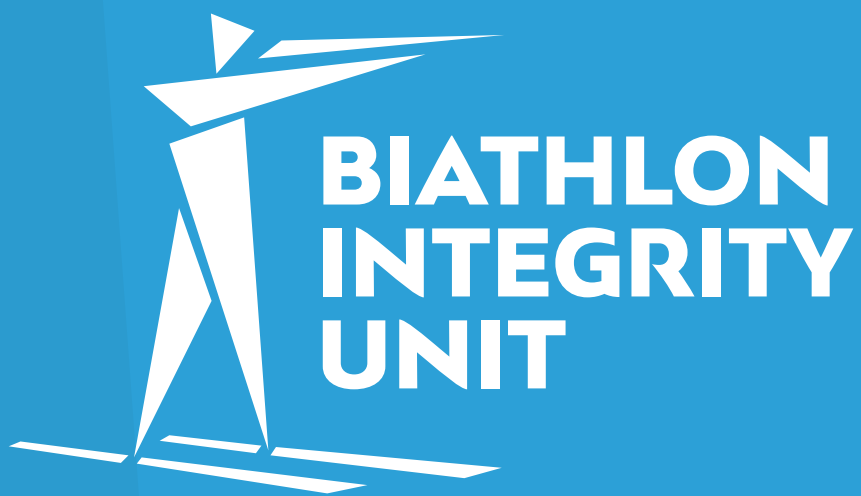
Applications must be sent to the Head of the Biathlon Integrity Unit, Greg McKenna, at following address: [greg.mckenna@biathlonintegrity.com](mailto:greg.mckenna@biathlonintegrity.com) by no later than 17:00hrs on Friday 30 January 2023 and must include the following information/documents:

- A curriculum vitae with contact details including address (work and home), telephone numbers(including mobile), and email address;
- A letter of application (of 1-2 pages) explaining why the candidate is apply-



ing for the role and addressing the key selection criteria;

- Contact details for three referees and (if available) reference letters from each of those referees (it is the candidate's responsibility to ensure that referees are willing to provide a reference when contacted by any member of the selection team); and
- The earliest date that the candidate could start in the role, giving consideration to any time needed for notice requirements, relocation, and/or visa requirements (if applicable).
- The BIU is an equal opportunities employer and welcomes applications from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.



**BIATHLON  
INTEGRITY  
UNIT**