

Who are we?

World Aquatics – formerly FINA (Fédération Internationale de Natation) – is the global governing body for the development of aquatic sports. Founded in 1908 and currently formed by 209 National Federations across five continents, World Aquatics is based in the Olympic-capital city of Lausanne. Our mission is to ensure that everyone has the ability to participate, compete and benefit from aquatic sports across our six disciplines: Swimming, Open Water Swimming, Diving, Water Polo, Artistic Swimming and High Diving.

Why Work for Us?

If you are looking to be part of a purpose-driven organisation within the sports industry and want to make a difference, then look no further. We are looking for talented, high-performing individuals who are willing to demonstrate their values and passion in a dynamic and challenging environment.

To join our team, we are searching for a:

Manager, Aquatics Integrity Unit (AQIU)

We are seeking a highly experienced and qualified individual to join our organisation. As Integrity Unit Manager, you will play a critical role in promoting integrity, fair play and ethical behaviour within the federation. You will be work closely with the Chief Ethics and Compliance Officer for the AQIU and be responsible for developing and implementing strategies, policies, and initiatives to prevent, detect, and address issues related to integrity, anti-doping, safeguarding and other forms of misconduct in the sport. This position requires a strong background in sports integrity, regulatory compliance, and leadership skills.

Main Responsibilities:

Your main responsibilities will be as follows but not limited to:

Integrity strategy:

- With closely with the AQIU Supervisory Council to develop and implement an overall integrity strategy

Education and Awareness:

- Design and implement education and awareness programs for athletes, coaches, officials, and other relevant stakeholders to promote integrity, ethics and fair play in sports.
- Develop education materials and resources to promote awareness and understanding of sports governance requirements.

Anti-Doping Measures:

Oversee and coordinate anti-doping efforts, including testing protocols, alongside the International Testing Agency.

Investigation and Disciplinary Procedures:

- Establish and oversee effective investigation and disciplinary procedures for integrity-related violations, ensuring transparency, fairness, and due process.

Collaboration and Partnerships:

- Foster relationships and collaborate with national and international sports organizations, law enforcement agencies anti-doping bodies, betting regulators, and other stakeholders to address integrity challenges collectively.
- Represent the organisation in meetings, conferences, and seminars related to sports governance.

Leadership and Team Management:

- Provide strong leadership and guidance to the integrity unit team, fostering a culture of professionalism, collaboration, and continuous improvement.

Education and Experience:

- Minimum 5 years' experience in sports integrity, regulatory compliance, or related fields with demonstrated experience in anti-doping, match fixing or other integrity related matters.
- In-depth knowledge of international and national sports integrity regulations, including those set by relevant governing bodies (WADA, IOC etc)
- Strong understanding of the sports industry, including the structure of sports federations, governance models and stakeholder relationships.
- Familiarity with investigation and disciplinary procedures preferably within the sports context.
- Excellent analytical, problem-solving, and decision-making skills with the ability to handle complex integrity issues.
- Excellent communication and interpersonal skills to collaborate with stakeholders at various levels, including athletes, coaches, officials and external partners.
- Demonstrated ability to work independently, prioritize tasks and meet deadlines in a fast-paced, sometimes high-pressured environment.
- Integrity, ethics, and a commitment to upholding the values of fair play and sportsmanship.

Start Date: To be agreed

Closing Date for applications: 28 August 2023

Location: Lausanne

What we offer?

World Aquatics is an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

If you are interested in this position and you meet the requirements in the profile, please submit your application with a CV and Covering letter to:

hr@worldaquatics.com