



## JUNIOR COUNSEL

If you are a young and dynamic 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, **Junior 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 Senior 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 213 representing 37 different nationalities of all continents. Lord Sebastian Coe was elected as the current World Athletics President in August 2015, reelected in 2019 and in 2023. 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

The Junior Counsel is part of the Legal & Business Affairs department tasked with regulating, enforcing regulations, and compliance in the sport of athletics.

He/she investigates potential breaches of a range of World Athletics Rules, including Athletes' Representatives Regulations, Competition and Technical Rules as they apply to meet and race organisers, field of play issues, Athletics Shoe Regulations compliance, and Eligibility (DSD, Transgender Rules and Regulations).

The Junior Counsel will act as Disciplinary Officer as and when required under various sets of rules.

This newly created role arises from the adoption of new regulations including the Athletes Representative scheme, and mechanisms for the swift resolution of disputes and disciplinary cases by the Disciplinary Officer.

### Description of key responsibilities of the position

- Acting as Disciplinary Officer
  - Under the direction of the Senior Counsel, investigate potential breaches of World Athletics Rules and Regulations including working autonomously when required.
  - Using databases and accurate record-keeping in accordance with agreed protocol(s) to ensure the effective monitoring of cases.
  - Corresponding with various stakeholders to gather all relevant facts on a matter.
  - Produce reports with recommendations on course of action.
  - Draft notices of charge and decisions.



**WORLD  
ATHLETICS.**

- Manage cases reported to the Legal & Business Affairs Department
  - Keep an accurate record of matters reported to the Legal & Business Affairs Department, making appropriate referrals and tracking statuses.
  - Close collaboration with the Athletics Integrity Unit.
- Provide general support to the Legal & Business Affairs Department
  - Assisting in keeping the World Athletics regulatory framework under regular review.
  - Identifying potential improvements and assisting in the drafting of new rules and regulations for review by the Senior Counsel.
  - Presenting and delivering education awareness to various stakeholders on regulatory changes.
  - Occasional assistance on general contract, commercial and marketing matters.

### Skills and experience required

- Minimum of 3 years' experience in the management of legal cases within a regulatory environment, with experience of working in the sports sector an advantage.
- Experience investigating and/or prosecuting cases an advantage
- 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](mailto:emploi@worldathletics.org) before **January 6<sup>th</sup>, 2024**.

- ☺ 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)