



Head of AIU Investigations & Intelligence (I&I)

If you have an unimpeachable integrity, you are rigorous, objective, analytical, and methodical, with a strong sense of teamwork and team spirit and excellent communication and inter-personal skills. You are strongly motivated and resourceful about achieving set goals with initiative and innovative thinking and excellent attention to detail, please join our amazing team!

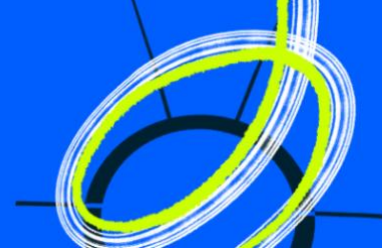
The AIU is looking for the [Head of AIU Investigations & Intelligence \(I&I\)](#) who leads investigations, intelligence gathering, and strategic integrity assessments across the integrity space in International Athletics. The Head manages a team of ten investigators/analysts and several specialist service providers to conduct operations globally. The Head ensures the I&I function supports all investigative requirements and prosecution cases as required, works with the Testing Team to provide information that enhances target testing, and provides focused data and information that supports AIU education programs. The Head identifies trends, risks, and threats to the integrity of athletics, and ensures a balance between proactive work that the AIU considers strategically important, and reactive I&I work that arises from within the sport. The Head recruits I&I staff, conducts performance reviews, and recommends promotions or terminations of contract. The Head maintains a gender and cultural balance of staff in the I&I team at all times.

World Athletics is the International Federation for the sport of Athletics. Its role is to promote and develop the sport of athletics as well as protecting its integrity worldwide. In April 2017, World Athletics launched the Athletics Integrity Unit (“AIU”), which is responsible for the implementation of World Athletics’ anti-doping and integrity programmes globally.

In 2019, World Athletics established a framework of anti-doping requirements for its 214 Member Federations, designed to ensure that strong and effective anti-doping programmes in Athletics are in place at domestic level and to create greater accountability of National Federations. World Athletics has asked the AIU to monitor, evaluate, and report on National Federations’ compliance with their anti-doping obligations under World Athletics Anti-Doping Rules.

KEY RESPONSIBILITIES

- Managing the resources of the I&I team to appropriately prioritise and effectively deploy across all matters in the integrity space, according to the volume, quality, and urgency of the work demands.
- Ensure the I&I team has an effective global capacity by implementing required processes and identifying suitable staff, service providers, consultants and partners.
- Providing direction so that all investigations are undertaken with the appropriate collection of information, intelligence, and evidence as required for cases, utilising all sources available, and always within the frameworks of relevant law, rules, and regulations.
- Ensuring all intelligence collection from individuals and/or entities is managed, handled, secured and disseminated as required all within the relevant AIU regulations and policies.
- Ensuring all analytical reports are written to the highest standards, are always factually accurate, and corroborated sufficiently. Driving innovation and ensuring best practices in all I&I operations, processes, analyses, and reporting.



- Ensuring the I&I team remains upskilled and training courses are a regular feature of staff's continuous professional development.
- Oversee the effective use of all relevant information management systems, analysis software, and electronic data acquisition software and hardware.
- Recruit staff, conduct performance reviews, recommend promotions or terminations of contract. Maintain a gender and cultural balance of staff in the I&I team at all times.
- Be a member of the AIU senior management team.
- Ensure I&I effective working relationships with all departments and teams within the AIU.
- Maintain and develop effective working relationships with external stakeholders in all themes in the integrity space of international athletics, including law enforcement agencies, government departments, border forces, and international sports entities.
- Represent the AIU and/or the I&I team at external meetings, on various committees, and at conferences.

SKILLS AND EXPERIENCE

- Experience in managing and motivating a large team, effectively delegating responsibilities, ensuring there is a shared understanding of team goals and tasking
- Excellent investigative, intelligence, and analytical skills.
- Experience in leading complex investigations that produce prosecutable outcomes.
- Experience in international entities, and in international operational field work.
- Experience in managing an international, culturally diverse, and gender-balanced team.
- Experience in managing a geographically dispersed team of consultants, employees, and service providers.
- Capability to recruit from all professional sectors into the I&I team.
- Experience in the effective utilisation of relevant information management systems, analysis software, and electronic data acquisition software and hardware.
- Demonstrable organizational and coordination capabilities.
- Interest in sport and knowledge of athletics beneficial.
- Customer service focus and capabilities.
- Ability to think outside the box and propose solutions.

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.

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



To apply candidates should send the following in English emploi@worldathletics.org before **10 November 2024**

- Letter of application highlighting your motivation for the post and 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)

ABOUT THE ATHLETICS INTEGRITY UNIT

Link: [HTTPS://WWW.ATHLETICSINTEGRITY.ORG](https://www.athleticsintegrity.org)

The Athletics Integrity Unit (AIU) is the independent body created by the World Athletics that manages all integrity issues – both doping and non-doping – for the sport of athletics. The remit of the AIU includes anti-doping, the pursuit of individuals engaged in age or competition results manipulation, investigating fraudulent behaviour with regards to transfers of allegiance, and detecting other misconduct including bribery and breaches of betting rules. It is the AIU's role to drive cheats out of our sport, and to do everything within its power to support honest athletes around the world who dedicate their lives to reaching their sporting goals through dedication and hard work.



ATHLETICS INTEGRITY UNIT

E: media@athleticsintegrity.org

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