



# IBA 2022 Elections

# Positions open for election

- IBA President
- 10 Independent Directors, including
  - At least five women
  - At least one Independent Director from each Continent

# Timeline

- 03.02.2022: Call for Candidates
- 02.03.2022: Final deadline to receive applications from Candidates
- 22.04.2022: Last date for the publication of the list of Candidates
- 13-14.05.2022: Electoral Congress

# Application process

# 1. Application from Candidates

- Each Candidate shall file an application form. Candidates running for both the elections as President and as Independent Director shall file two forms;
- The following documents shall be attached to the application form by all Candidates:
  - Nomination Form (signed by an Eligible National Federation or a Confederation)
  - Conflict of Interests declaration form
  - Copy of the Candidate's passports
  - Proof of place of residence
  - Copy of the official register of criminal records
  - Copy of the official register of debt collection / bankruptcy
  - Detailed curriculum vitae or biography
  - Any additional document supporting that the Candidate fulfils the eligibility criteria
- Candidates for a position as Independent Directors need to file additional documents to show their skills:
  - Online questionnaire allowing the assessment of the Candidate's skills against the Skills Map
  - Any document supporting that the Candidate has specific skills to become an Independent Director

## 2. Formal check (by the IBA Head Office and the Interim Nomination Unit)

- A formal check of the candidatures is conducted to determine if:
  - The application deadline has been complied with;
  - Each Candidate has been duly nominated by a Confederation or an Eligible National Federation;
  - The application file of each Candidate is complete;
  - The Candidate has not reached the maximum number of terms of office.
- Candidates who fail the formal check shall be informed

### **3. Eligibility check (by the Independent Vetting Firm and the Interim Nomination Unit)**

- The file of each Candidate shall be sent to the Independent Vetting Firm, which will conduct further checks of the Candidate background

## 4. FOR INDEPENDENT DIRECTORS ONLY : Selection process (by the Independent Vetting Firm and the Interim Nomination Unit)



- The Independent Vetting Firm and the Nomination Unit will assess the skills of each eligible Candidate for a position as Independent Director, based on:
  - Each Candidate's curriculum vitae or biography;
  - Assessment of the documents filed by each Candidate;
  - Assessment of information about each Candidate, possibly obtained in the course of a short interview, or which is in the public domain or otherwise available within IBA.
  
- Selection by the Nomination Unit of a pool of 20 to 30 Candidates, who shall then be subject to elections by the Congress. The pool shall include:
  - Representation of all continents;
  - Gender balance;
  - Adequate representation of skills, based on the Skills Map.



## 5. Publication of the list of candidates

- At the latest on 22 April 2022
- Start date of the Electoral period
- Candidates need to comply with the Campaign Rules

# Skills Map for Independent Directors

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- Only a limited number of Candidates to be Independent Directors shall be subject to the election by the Congress, implying that they successfully pass a selection process conducted by the Nomination Unit, which will assess:
  - The skills of each Candidate based on the Skills Map
  - Gender balance
  - Origin of the candidates to ensure a proper representation of all Continents

# Skills Map for Independent Directors

## Qualifications and Attributes required for the Board of Directors of IBA

### **Executive Leadership**

IBA values individuals that understand the need for strong and effective leadership. Executive leadership roles in a successful career, preferably with international experience.

### **Board Experience or Senior Management**

As the IBA has stakeholders from every continent with differing interests and circumstances, exposure to different political, cultural, and business environments is highly desirable. Senior management or similar experience, preferably in an internationally focussed role.

### **Financial Acumen**

Executive or similar experience in financial accounting and reporting, corporate finance and internal financial controls, including an ability to probe the adequacies of financial and risk controls.

### **Governance and Integrity**

Commitment to the highest standards of governance, an ability to assess the effectiveness of senior management and the governance structures of the IBA. IBA requires individuals that are able to provide insights on transparency, accountability and integrity, and will aid in rebuilding IBA's international reputation.

### **Strategy/risk**

A proven record of developing and maintaining a successful strategy, including challenging management on the delivery of agreed strategic planning objectives.

### **Regulatory Policy**

A legal background and/or experience in public and/or regulatory policy in sports or other industries.

### **Boxing/Sports Industry**

IBA's primary objective is protecting and growing the sport of boxing. Therefore, practical experience in boxing or other sports, and the ability to understand the impact of decisions on boxing itself is imperative.

### **Technology/Innovation**

Experience in innovative industries, demonstrating an ability to produce creative solutions. IBA would like to move boxing forward by finding innovative ways to engage fans and stakeholders.

### **Marketing/Communication/PR**

A background in effective stakeholder communication and understanding the impact of decisions on IBA's reputation within and outside of the boxing community.

### **Independence**

The independence of Directors is essential in providing unbiased oversight and evaluations of IBA's activities.

### **Athletes' welfare**

Medical experience and/or awareness as to ensuring that boxers can practice their sport in the safest possible way would support IBA's actions toward safeguarding and enhancing the physical and mental welfare of boxers.

# Skills Map for Independent Directors

- In order to maximise the chances for a National Federation to have its candidate being selected by the Nomination Unit, each National Federation shall consider:
  - Nominating Candidates with specific skills (e.g. exceptional sporting record, specific skills in finance, marketing, business, successful career in administration, etc);
  - Ensuring that the application file of each Candidate is complete and include a clear description with supporting documents of the Candidate's skills;
  - Supporting candidatures from women, as there will be a gender balance amongst Independent Directors.

# More information

- IBA Constitution
- IBA Regulations on Congress and Elections
- Skills Map
- Additional queries may be addressed to [congress@iba.sport](mailto:congress@iba.sport)