

World Lacrosse (WL) is the international governing body for men's and women's lacrosse. WL is responsible for the governance and integrity of all forms of lacrosse and provides responsive and effective leadership to support the sport's development throughout the world.

World Lacrosse regularly seeks to identify qualified individuals interested in being considered for volunteer positions within the organization's governance structure. Along with the experience and competencies required for specific volunteer roles, WL seeks individuals who will contribute positively to the organization's operational and cultural development.

CALL FOR NOMINATIONS

POSITION TITLE: WORLD LACROSSE ETHICS COMMISSION CHAIR AND MEMBERS

World Lacrosse (WL) is seeking nominations from member National Governing Bodies and/or Continental Federations for up to 3 individuals with relevant experience to join the newly created WL Ethics Commission.

Individuals nominated must hold good governance as a high value and must have experience and competence in ethical areas, either in a work context or in a sporting context.

COMPENSATION: Volunteer role with approved travel and expenses reimbursed.

ROLE: Ethics Commission members will form part of a global Advisory Commission for World Lacrosse participating in strategy and policy development and being responsible for safeguarding the ethical principles of WL as set out in the Code of Ethics and any associated policies.

The mission of the Commission is to uphold the commitment of WL in integrity, good governance and transparency. The intent in the first instance is intended to be supportive, providing guidance and education to individuals on a confidential basis on ethical principles at different levels.

The Chair and majority of the Commission will be independent of the WL Board and will not have been recent Board members to ensure independence from current WL activities.

KEY RESPONSIBILITIES:

- Being a fully participating member of the World Lacrosse Commission in helping to develop and fulfil its remit

- Reviewing the framework of ethical principles and policies, including the Code of Ethics, and making recommendations for changes which may include document development and seeking external examples of similar for comparison and for good practice
- Considering complaints raised in relation to disrespect of the Code of Ethics and associated policies
- Considering the work of the IOC Ethics Commission and those of other International Federations to ensure that WL is advised of best current practice
- Be interested in developing one or more of the responsibility areas in the attached Terms of Reference

EXPERIENCE AND PERSONAL ATTRIBUTES: Candidates will need to have a number of these attributes to contribute successfully to the Commission.

- a. Being independent from the Board or immediate past board of World Lacrosse or its predecessors
- b. Independence of spirit and thinking
- c. Having an international reputation for good governance/ethical principles or practice, within lacrosse or professionally in other areas
- d. Being able to take a global perspective on issues
- e. Being respected internationally in lacrosse
- f. Holding good governance as a high value
- g. Understanding of confidentiality of highly sensitive issues
- h. Good communication skills
- i. Interest in helping individuals who may have disrespected the code of ethics to develop through education and mentoring
- j. Integrity and honesty
- k. Optimism and energy for the WL brand, the WL values (shown in the Terms of Reference attached) and for being part of a global group

TIME COMMITMENT: Up to 4 conference calls annually with additional case work as agreed for subsets of the Commission from time to time if complaints are being investigated; an average of 1-2 hours per week on other related activities.

Commission appointments are normally for 4 years (potentially renewable for a further two terms). However, in order to create staggered finishes, initial terms will vary as individuals are appointed.

QUERIES: Any queries about the posts or the Commission should be directed to President Sue Redfern (sredfern@worldlacrosse.sport).

NOMINATION DIRECTIONS: Nominees should provide a curriculum vitae (CV) and a

covering letter which should demonstrate how they meet the criteria, personal attributes and responsibilities outlined above.

Nominees should also provide a letter of support from their National Governing Body or Continental Federation for lacrosse which indicates whether the individual is being nominated for the position of Chair or member or the Commission (or both).

Applications should be submitted to: WL_applications@worldlacrosse.sport

APPLICATION DEADLINE: 10 October 2020

ANTICIPATED PROCESS TIMELINE:

October 2020, Shortlisting and interviews with candidates for Chair

November 2020, Board to consider recommendations for the Chair

November/December 2020, Chair and Board to appoint Members of the Commission

January 2021, First meeting of the Commission

ATTACHMENT: [Ethics Commission Terms of Reference](#)