

Annex1_9.1._EB178_Report Development

EB 178

9.1. REPORT DEVELOPMENT

1. Development Programmes - *NF's Development Projects Support 2025/2026*

Project coordinator: Maija Savolainen

The second application call for the 2025/2026 season resulted in 27 applications from 17 NFs. 8 projects from 7 NFs have been approved (AUS, BEL, BUL, FIN, POL, SLO, SRB). The project was support within the budget, according to the general principles and grant limits (individual projects support up to 25K per NF, max 3 Partnership projects per NF).

NF Development Projects support 2025/2026					
Dev.Cat.	No	Applicants NFs	Support proposal 2nd call 2025	Individual projects	Partnerships
C	1	NF-Australia (AUS)	8000,00	8000,00	0,00
B	2	NF-Belgium (BEL)	20000,00	0,00	20000,00
B	3	NF-Bulgaria (BUL)	6000,00	6000,00	0,00
B	4	NF-Finland (FIN)	5000,00	5000,00	0,00
B	5	NF-Poland (POL)	10000,00	10000,00	0,00
B	6	NF-Slovenia (SLO)	10000,00	10000,00	0,00
C	7	NF-Serbia (SRB)	5000,00	5000,00	0,00
		TOTAL	64000,00	44000,00	20000,00

The total support budget for Development projects after the second call is 1.747.288,00 €.

One project was cancelled due to a lack of contact - NF GEO with € 5,250.00.

Within the remaining budget, we will support the late entry application under the NFs partnership project from NF NOR and NF CHN.

Ongoing call:

The customised project of NF Norway is the Liatoppen Festival. Application for this project is open, and the deadline for applications is 30.11.2025. Only eight national federations will be approved for the project according to the principles.

2. REGIONAL EVENTS

Project coordinator: Maija Savolainen

14 Regional Summer Events were carried out according to plans. Totally 27 NFs took part in these events (26 NFs in summer 2024). One Regional Summer event was cancelled (AUS). Total support for Summer Regional Events is 183,994.00 €, including travel contributions.

Two City Events (Blink Festival/NOR and City Biathlon Dresden/GER) were organised according to plan and aligned with the budget of a total of € 40,000.00.

24 applications for Regional Winter Events 2025/2026 were accepted, with a total budget of € 260,572.00. The Regional Event and competition schedule in Membercenter (IBU) <http://www.biathlonresults.com/>

The Regional Event organisers' online meeting was held on November 3rd, with over 80 participants, and was supported by the S&E department. In the meeting, new procedures for the project were introduced.

The Regional Winter Events 2025/2026 will start the pilot qualification events project. Qualification points are calculated from Sprint (SPR) and Individual (IND) competitions. The calculation model will be implemented wherever applicable for the 2025/26 season (TBC after each event). In the 2025/26 season, the IBU will support all Regional Event organisers with common waxing materials.

The Visitation Plan to Regional Events is scheduled as below:

1. Baltic Cup, Imatra/FIN 12-14.12.2025
2. Central European Cup, Nove Mesto Na Morave/CZE 28-30.12.2025
3. Biathlon National Tour FFS, Les Tuffes/FRA 02-04.01.2026
4. Alpen Cup, Hochfilzen/AUT 15-18.01.2026
5. Swe Cup, Torsby/SWE 16-18.01.2026
6. Balkan Cup, Cheile Gradistei/ROU 05-08.02.2026
7. Central European Cup, DusznikiZdrój/POL 26-28.02.2026
8. Canadian Biathlon Championships, Canmore/CAN 24-29.03.2026
9. U.S. Biathlon Senior Nationals and Spring Festival, Soldier Hollow/USA 26-29.03.2026

The visits are coordinated with the S&E department. The purpose of the visits is to support organisers and better understand the region's specifications for future project development.

3. CLOSING THE COMPETITION GAP

Project coordinator: Dagmara Gerasimuk

As part of the CCG project, various actions are underway, including support for the development of different biathlon regions tailored to their specific status and needs. In the last few months, we have discussed Asian Biathlon development opportunities and strengthening collaboration between neighbouring countries using established programmes. Thanks to NF KAZ, that took a lead of coordination of the Asian region, they agreed on running the Summer Asian Youth and Junior Championships with laser rifles in September 2026 in Sapporo (JPN) to be considered as a Regional Summer Event, Youth and Junior Winter Asian Championships in January 2027 in PyeongChang (KOR)- to be considered as a IBU Winter Regional Event, and holding IBU Camp for youth and junior athletes in July 2026 in Schuchinsk (KAZ).

4. IBU-IOC Development Camps

Project coordinator: Ilario Maddalin

We successfully conducted the second IBU IOC Youth International Camp from September 27th to October 4th in Arber, Germany, with good support from the OC Arber, the organiser of the YJWCH 2026. More: [Report, IBU camp Arber 2025](#)

NF Participants Arber 2025: NF-BIH, NF-BRA, NF-CAN, NF-CHI, NF-CZE, NF-EST, NF-GBR, NF-GRE, NF-GRL, NF-HUN, NF-ITA, NF-KAZ, NF-MKD, NF-ROU, NF-SRB, NF-ESP

Next step:

Winter Camp – 1–7 December 2025 – Goms, Switzerland. Led by IBU Head Coaches Armin Kasslatter and Luca Bormolini, the camp supports developing nations from Categories C and D, enhancing the skills of both athletes and coaches through practical and theoretical biathlon training. It targets athletes aged 15–21 and young coaches under 35, particularly from the IBU Academy pathway, and includes expert-led sessions by Tomasz Bernad (Biathlon Safety and Rules), Marie-Laure Brunet (Mental Health for Biathletes), and Dagmara Gerasimuk (Business of Sport).

5. BIATHLON 4ALL

Project Coordinator: Maxim Berdnikov

Application call – deadline 31st October

We received 24 NFs' applications for the B4A support. Most of the applications were well-prepared and showed the project's interest among NFs. The request extends our budget.

B4A budget available: app. 138,000 EUR (112.240 B4A + 24.200 IBD)

Budget requested (approx.): 668,810 EUR

- Promotional budget: 107,610 EUR (app. 5000 EUR per applicant)
- Rifle sets costs (approx.): 561,200 EUR

Rifle sets requested: 204

- Laser/optical: 196

- VI: 8

Next steps:

1. Website development [Biathlon 4 All - Inspire Youth Through Safe Biathlon Training](#)
2. NFs' project coordinator online meeting on 25th of November 2025
3. International Biathlon Day, 30th of May 2026

6. Material Distribution

Project Coordinator: Anna Kitzbichler

This year's material distribution will take place from December 10th to 11th, 2025, in Hochfilzen. 39 NFs applied for the project, of which 36 fulfilled the project criteria. The next step is to allocate materials to the NFs based on their preferences, the products available from partners and suppliers, and the number of athletes participating in IBU events in the previous season.

The following NFs applied and fulfilled the project criteria: AUT, BEL, BUL, CZE, EST, FIN, KAZ, KOR, LAT, LTU, ROU, SLO, SVK, UKR, USA, AUS, BIH, BRA, CHN, DEN, ESP, GBR, GRE, GRL, HUN, JPN, MDA, MKD, TUR, ARG, CHI, GEO, KGZ, LBN, SRB, POL (THA, TPE, UZB did not meet the criteria).

7. Gender Equality

Project Coordinator: Dagmara Gerasimuk/Theresa Jost

The **DEI working group** online meeting took place on 22nd of September and came close to finalising the draft of the IBU DEI policy and strategy.

On September 30, Dagmara Gerasimuk represented the IBU at the **IIHF Global Hockey Forum** in Nice and shared the IBU's Best practices regarding achievements in gender equality.

The **IBU Mentorship Programme** is running according to the schedule. On November 6th, the second webinar, titled 'Leading with confidence', was conducted with the support of the JTA.

Anna Kitzbichler participated in the **Women's Leadership Workshop**, organised jointly by the IOC and ASOIF, in Lausanne from 25 to 27 October 2025.

IBU has been selected as one of the featured International Federations, in recognition of the IBU Academy's outstanding work in supporting the development of women coaches, by being listed in the **IOC Women Coaches Good Practices report**.

Next steps:

1. DEI Policy and Strategy approval
2. January 7th, Mentorship Webinar
3. March 3rd, Mentorship Webinar
4. April, 22nd – 24th Mentorship Final Meeting

8. Personnel Updates in the Department

Anna Kitzbichler is going on maternity leave from the middle of February 2026. We consider her replacement by allocating tasks and hours among the employees with the capacity and capability. We consider allocating hours to Sophie Mayr (currently working 30 hours) and Maja Milatovic (currently working 20 hours), as well as assigning more tasks to our contractors. Due to the dynamic staff changes in our department in the last months and for the upcoming year, we may need to adjust the annual plan activities and consider setting some projects on hold.

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9.1.1. Report - IBU Academy

1. COACH EDUCATION

Project coordinator: Gerold Sattlecker/Anna Kitzbichler

Courses

- The first week of the **Second Level Course 2025/26** was held in Oberhof (GER) from 14-19 September 2025. 19 participants from 17 different NFs (8 female, 11 male coaches) started their coach education journey.
- The second week of the **First Level Course 2025/26** was held in Pokljuka (SLO) from 22-28 October 2025. 20 coaches from 19 different NFs (13 female, 7 male) were present in Slovenia.
- **Summary of the Coach Education Program for the year 2025:**
 - In 2025, for the first time, all courses within the IBU Academy were held: Basic Course, Regional Basic Course, First, Second, and Third Level Courses. In total, 12 course weeks were held in the year 2025.
 - 153 coaches are/were educated in one of the IBU Academy courses in 2025, 56 or 37 % of them are females, 97 or 63 % are males.
 - 114 coaches have graduated in the year 2025.
 - 43 different NFs attended with their coaches in the Academy courses.

Upcoming:

- By the end of November 2025, the new application calls for the Coach Education programme will be announced. For the 2026/27 season, a Basic Course, two Regional Basic Courses, a First Level Course, and a Third Level Course are scheduled.
- Kids and Youth course: During the next months, a kids and youth course will be created. Therefore, a small working group with academic and NF experts was installed to support the creation of this course.
- Para Coach Course: During the upcoming months, a para coach course will be created. A small working group with an academic background supports this project.

Please find more information on the IBU Coach Education [here](#).

2. E-LEARNING PLATFORM: LEARNING SUITE

Project coordinator: Sophie Mayr/Maja Milatovic

- Currently the IBU Academy is testing a new feature on the e-learning platform: Community. The Community is a way to connect with course members online, all in one place, and to discuss and announce topics in a more convenient way.
- Launch of the LearningSuite Mobile app: Whether at home, on the road, or at training camps, the app gives members direct access to the IBU's biathlon education.

3. WEBINARS/SEMINARS 2025

Project coordinator: Gerold Sattlecker

- On **10 September 2025**, the IBU Academy hosted an Athlete Webinar titled "Media and the Athlete", five highly respected international speakers shared valuable insights, best-practice examples, and personal experiences on how athletes can navigate the media landscape with confidence, with 88 attendees (185 registrants).
- On **24 and 25 September 2025**, the Technician Seminar "Fluor and Common waxing protocol updates" took place in Salzburg (Sport Centre Rif). 27 participants from 19 National Federations worldwide have taken part in the two-day seminar.
- On **2 October 2025**, the IBU Academy hosted an international webinar for coaches titled "The Power of Soft Skills in Coaching," exploring the importance of communication and leadership in coaching, featuring valuable insights and perspectives from experts, coaches, and athletes (321 registrants and 167 attendees).

Summary of Webinars/Seminars 2025

In 2025, the IBU Academy hosted three Coach Webinars, one Athlete Webinar, and one Technician Seminar. A total of 1,245 people registered, of whom 686 people attended all webinars and seminars.

4. JOURNAL OF BIATHLON COACHING

Project coordinator: Gerold Sattlecker/Stefan Sporrer

- IAT SPONET database recognition.

Upcoming:

- Significant progress has been made toward establishing JoBC as a peer-reviewed scientific journal, enhancing its academic credibility. The first peer-reviewed issue is considered to be published in January/February 2027 (Issue 7).

Summary of JoBC

In 2025, two editions of JoBC were published (Issue 3 in January and Issue 4 in September), totalling almost 3,000 reads (2,000 for Issue 3 & almost 900 for Issue 4). New publications continue to drive engagement, generating approximately 1,750 additional reads for each of the 2024 editions. Readers come from all six continents, with the majority based in North America, Central Europe, Scandinavia, and Japan.

5. RESEARCH GRANT PROGRAMME

Project coordinator: Christoph Gressenbauer/Sophie Mayr

- On Wednesday, 29 October 2025, the Research Grant Programme 2024/25 came to an end with the final presentations of the three projects from Mid Sweden, Montana, and Ostfold University.
- Interim Reports of the 2025/26 cycle are due on 15 December 2025.

All details about the Research Grant Programme can be found [here](#).

6. DC4Biathletes – Erasmus+ Sport

Project coordinator: Anna Kitzbichler

The second in-person meeting took place in Ljubljana on 10–11 November. On the first day, there was a project presentation for students, followed by a podium discussion with two Slovenian athletes and a coach. During the meeting with the project team, research findings and results from surveys and focus groups were shared. The first draft of the app was also discussed. The next steps will include another focus group with athletes, interviews with coaches, and the creation of educational materials based on the results. The next in-person meeting is scheduled for May 2026 in Bratislava, Slovakia.

Stay up to date on the project via our website, dc4biathletes.com, or on Social Media (Instagram, LinkedIn, Facebook).

7. University Cooperations

Project coordinator: Gerold Sattlecker/Dagmara Gerasimuk

IBU Academy discussed the partnership with representatives from the IAT Leipzig (GER) and Nord University in Meraker (NOR). The agreements are expected to be signed in Q1 and Q2 2026.

Please find more information on the IBU Cooperations [here](#).

8. ICCE Conference and Certification

Project coordinator: Gerold Sattlecker/Dagmara Gerasimuk

- Dagmara Gerasimuk and Gerold Sattlecker will attend the coach conference of the International Council of Coaching Excellence (ICCE) in Athens from 20-23 November.
- A meeting with ICCE representatives is planned to discuss the certification of the IBU Academy courses. Therefore, the coach education programme of the Academy will be summarised in a new handbook.

9. IBU ACADEMY Promotion during the winter season

Project coordinator: Gerold Sattlecker/Dagmara Gerasimuk

- In the winter season 2025/26, the IBU Academy will be present in 1 World Cup (Ruhpolding), 2 IBU-Cups (Obertilliach, Arber), 1 IBU-Junior-Cup (Martell), and the Youth and Junior World Championships (Arber) to promote the IBU Academy and its offer for 2026/27.

10. IBU Academy Communication

Project coordinator: Anna Kitzbichler/Maja Milatovic

- Academy website with many updates: [IBU Academy](#)
- E-learning platform with new features: [Learning Suite](#)
- IBU Academy Newsletter:
 - The IBU Academy Newsletter was launched in February 2025 to share updates from the Academy, report on past activities, and inform readers about upcoming events, application deadlines, and other opportunities. To date, 3 issues have been circulated to approximately 1,650 recipients each, achieving an open rate of up to 65%.
 - Upcoming: Next edition will be sent in December 2025. [Subscribe here](#).

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Biathlon For All Support 2025/2026 information

Application period: October 2025

Total number of applications received: 24

Total number of applying NFs: 24

Total number of approved applications: 17 (8 - Autumn Distribution; 9 - Spring Distribution) *

Selection criteria:

1. Quality applications with all the information required
2. Broad scope of activities clearly described
3. Activity in the project, regular reporting
4. New applicants

Distribution - Autumn 2025 within the budget

National Federation	Dev. cat.	Approved IBU Support for promotional activities	Approved IBU Support for rifle sets
NF-Great Britain (GBR)	C	0,00	10
NF-France (FRA)	A	5000,00	10
NF-United States (USA)	B	5000,00	5
NF-Korea (KOR)	B	4910,00	10
NF-Ukraine (UKR)*	B	5000,00	10
NF-Estonia (EST)	B	0,00	5
NF-Slovenia (SLO)*	B	5000,00	5
NF-Poland (POL)*	B	5000,00	5
		29910,00	60**

** incl. 20 as part of Material Distribution 2025/26



Distribution - Spring 2026 (TBC) within the budget 2026/2027

National Federation	Dev. cat.	Approved IBU Support for promotional activities	Approved IBU Support for rifle sets
NF-Romania (ROU)	B	5000,00	10
NF-Austria (AUT)	B	5000,00	10
NF-Lithuania (LTU)	B	5000,00	5
NF-Australia (AUS)	C	5000,00	10
NF-Czech (CZE)	B	5000,00	10
NF-Finland (FIN)	B	5000,00	10
NF-Switzerland (SUI)	B	5000,00	10
NF-Belgium (BEL)	B	5000,00	10
NF-Taipei (TPE)	E	5000,00	5
		45000,00	80

Projects declined from the following NFs: NF GRE, NF LBN, NF LAT, NF JPN, NF BUL, NF POR, NF KAZ

- No clear/incomplete description of the project
- Events date not listed, no clear timelines
- Short list of activities that can be run with the already received equipment
- Timeline doesn't work with the project duration

Next step:

1. Select the equipment providers based on the NFs priority request list