



IBU

DUAL CAREER POLICY

of the International Biathlon Union (IBU)

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1.POLICY

The Dual Career Policy of the International Biathlon Union (IBU) aims to promote and support the athletes' preparation for their life after the biathlon career in terms of education and/or work.

2.DEFINITION

The IBU defines a dual career as providing resources to raise awareness and create opportunities in order to support athletes to combine their biathlon career with education and/or work flexibly, without compromising either objective.

3.VISION

The IBU believes that a sustainable dual career program creates the possibility for talented, professional and elite athletes to simultaneously build an educational or job path within a sports career and develop leaders who will serve all biathlon sectors in the future.

4.SCOPE

IBU AS AN ORGANISATION:

The IBU encourages athletes to pursue educational and/or work activities and supports biathletes by providing relevant information, allocating resources, and creating opportunities.

NATIONAL FEDERATIONS:

The IBU motivates National Federations to promote IBU dual career policy and strategy, create programmes, and use existing opportunities in their countries.

5. FOCUS AREAS

Awareness and Communication:

Raising awareness of the importance of a dual career among national federations, coaches, athletes, and the athletes' social environment to ensure that a dual career belongs to the biathlon culture. Encouraging athletes to pursue a dual career to be prepared for a second career.

Education/Work:

Creating educational programmes and scholarships in the IBU Academy and building a platform of information exchange about dual career possibilities to make them available for athletes.

6. IMPLEMENTATION

The IBU Dual Career Strategy 2026 outlines the detailed activities, goals, and actions to achieve the objectives. IBU will observe and report on its activities and those of its members in terms of dual career and follow continual improvement. The policy will be reviewed every second year if there is no request from the IBU Executive Board or change in legislation that merits an amendment before the two years.

