

**PRESENTATION  
OF THE CANDIDATES FOR THE  
EXECUTIVE BOARD**



**IBU**

**15<sup>TH</sup> ORDINARY  
IBU CONGRESS**

**15 SEP - 18 SEP 2022 | SALZBURG AUT**

## CANDIDATE FOR THE IBU PRESIDENT



### **DAHLIN, Ollie**

NOMINATED BY SWEDISH BIATHLON FEDERATION

- IBU President (2018-2022), IBU VP Development (2014-2018)
- MSc Chemical Engineering and BSc Business Administration & Economics, career in international pulp & paper companies
- Athlete, coach, IR, official, EB member/President in WC/WCH OCs and EB member/VP/President Swedish Biathlon Federation

#### **Personal Statement**

*"Four years ago, I promised you, together with the Executive Board, to take biathlon into a new era. Together, we have entered that new era.*

*We have gone from a sport in crisis, to a sport at the forefront of good governance. We developed our strategic plan, Target 26.*

*We strengthened our headquarters. We have a solid financial foundation to support you and to build for the future.*

*But this is just the beginning. We cannot be complacent. Now is the time to inject new momentum for even more significant progress.*

*In Target 26, we have the basis. We have set overall objectives for 2030 to be even more focused on hitting our five strategic targets in collaboration with you, the National Federations, our "owners".*

*I am honoured to stand for reelection to lead this action. I am passionate about what we can achieve together."*

## CANDIDATE FOR THE IBU VICE-PRESIDENT



### **HAMZA, Jiri**

NOMINATED BY CZECH BIATHLON UNION

- Owner of the Vinice Hnanice winery, brewery & hotel resort
- VP of the International Biathlon Union 2018 - 2022 & President of the Czech Biathlon Union 2014 - 2022
- Advisor to the Minister of Education, Youth and Sport in the Czech Republic

#### **Personal Statement**

*"Since 2018, I've served my first term on the IBU Executive Board as IBU's Vice-President. As IBU's Vice-President responsible for marketing and TV rights; I've been personally involved in negotiations of the 2022 - 2026 marketing and TV rights contracts (with option to 2030) - the best deals our federation has signed ever.*

*I've been also involved in promoting the increase of financial support to National Federations, which I found really important during the difficult times of the COVID-19 pandemic in 2020 - 2022.*

*I still think there is more I can contribute to the IBU, which is why I bid for another term on the EB.*

*In my second term as IBU's VP I would mainly like to continue my work in three areas, which I consider key for our future development:*

- *Negotiations of marketing & TV rights*
- *Support programmes for smaller NFs*
- *Further development of Summer Biathlon"*

## CANDIDATES FOR THE IBU TREASURER \*



### **LÄHDESMÄKI, Kalle**

NOMINATED BY FINNISH BIATHLON ASSOCIATION

- Master of Economic Sciences, board member and CEO with more than 30 years experience in managing domestic and international companies - in various industries
- President of the Finnish Biathlon Association for the periods 2006-2010 and 2016-ongoing
- IBU Congress elected auditor 2010-2014 and an IBU member of the Financial Advisory Group 2020-ongoing

#### **Personal Statement**

*"My values and keywords in the biathlon family are; equality, good governance, sustainability, respect collaboration, trust, and professionalism. This means, we say our opinions, and then we listen to others' opinions, then follow the dialogue and decision.*

*Target 26 needs to be in active and continuous implementation. We need to start updating Target 26 within two years. All Federations must be involved in innovating and updating the process.*

*Transparency and fair play are essential in decision-making.*

*All member federations are important and have needs that need to be heard and considered in supporting and developing programs.*

*Secure and active financial activities with partners and stakeholders are the basis of a stable financial position. I believe in professional work, cooperation, and proactivity in planning and decision-making. We reach our goals: empowering our federations, enhancing our events, extending our reach, upgrading our governance, and innovating our future."*

**\* The candidate not elected IBU Treasurer will stand in the elections to the Executive Board**

## CANDIDATES FOR THE IBU TREASURER \*



### **SCHERER, Christian**

NOMINATED BY AUSTRIAN SKI FEDERATION

- ÖSV: Secretary General Austrian Ski Federation (since October 2020), Head of Competitive Sports Austrian Ski Federation (February 2012 - October 2020)
- Events: Director Organisation FIS Nordic World Ski Championships Seefeld 2019 (July 2016 -April 2019); Sports Director Winter Youth Olympic Games Innsbruck 2012 (January 2011 -February 2012)
- Chairman Biathlon OC Obertilliach (2004 -2013)

#### **Personal Statement**

*"Biathlon has been close to my heart since my youth due to my former work in my hometown Obertilliach, where I had, among other things, the privilege of voluntarily chairing the local Biathlon OC for several years. I also served as the OC Director during the IBU YJ World Championships Obertilliach 2013, widely praised by many federations and IBU officials.*

*Thanks to the high standards and good work within the IBU and all Member Federations, our beloved sport has developed positively in almost all areas in recent decades. Due to my passion for this fascinating sport, I would like to take responsibility and contribute to the further strategic development of the IBU with my experience and knowledge. Therefore, I am applying for the position of Treasurer of the IBU."*

**\* The candidate not elected IBU Treasurer will stand in the elections to the Executive Board**

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **BOYGARD, Tore**

NOMINATED BY NORWEGIAN BIATHLON ASSOCIATION

- Member of the IBU Executive Board since 2018, president of the Norwegian Biathlon Association from 2006-2016 and CEO of the IBU World Championships in 2016, as well as the World's largest Biathlon Festival for young athletes, which I started 36 years ago
- A self-employed family man with my carpenter workshop
- Have been a member of the City Council since 1983, acting Mayor and Vice Mayor for more than 12 years in Aal Municipality, Norway

#### **Personal Statement**

*"To ensure that biathlon has an even more significant impact in bigger parts of the world, we must work purposefully in the years to come. Target 26 is a vital pillar in this ambitious plan. I believe that consistent closer cooperation between NFs will be of great importance in this work. Through the many projects of IBU Academy, we can learn from each other.*

*Shooting with a laser will open possibilities for attracting younger biathletes. Recruiting young athletes is a challenge. Let's learn from each other and help create safe and positive arenas for our future top athletes.*

*Let's use our events as hubs for development - be it marketing, evaluation criteria, digital fan activities, or sports-related. We should simultaneously bolster street biathlon related activities during the summer months.*

*Ethics, openness, good governance, sustainability, and anti-doping shall remain at the core of IBU's work."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **DAFOVSKA, Ekaterina**

NOMINATED BY BULGARIAN BIATHLON FEDERATION

- Active athlete from 1993-2006: Olympic Champion Nagano 1998; 2x World Championships medallist
- From 2010 until May 2022 President of the Bulgarian Biathlon Federation
- Individual member of the Bulgarian Olympic Committee

#### **Personal Statement**

*"In my 12 years term as President of the Bulgarian Biathlon Federation we accomplished for the first time in Bulgarian history a medal from a World Championships on the men's side in 2019. Our athletes have won 10 medals from European Championships and 6 medals from the Youth World Championships.*

*I believe that my experience from the years I spent in biathlon as an athlete and administrator make me a valuable IBU Executive Board candidate. I am mindful of my decision-making, calm, and collected. I would like to stay close to biathlon, to work and help for its future and prosperity during challenging times of the economic crisis, political issues, and climate change-related energy transition."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **DAUBNEROVA, Jana**

NOMINATED BY SLOVAK BIATHLON ASSOCIATION

- Participated in the Olympic Winter Games Torino 2006, Vancouver 2010 and Sochi 2014 as an athlete
- Member of the EOC Athletes Commission 2017-2021
- Currently teacher at Matej Bel University - Department of Physical Education and Sport and a biathlon coach

#### **Personal Statement**

*"Biathlon has always been and still is a part of my life. Not long ago, I actively competed, and now I am passing on my experience to biathlon youth. I believe that in addition to achieving success, biathlon will also teach them to be good people.*

*I am not a novice in sports diplomacy either. As a Graduate of the Sports Diplomacy Course, I was active in EOC and NOC Athletes Commissions. Several areas interest me, and I could contribute to the involvement of athlete representatives and their experience in IBU events organising, educational programs for coaches, biathlon innovation, and development of its substantial potential in the future.*

*I am aware of the importance and demands on the IBU EB members. I firmly believe that my education, experience, and passion for biathlon will help me meet the expectations of IBU and biathletes."*



## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **FARCNIK, Tim**

NOMINATED BY SKI ASSOCIATION OF SLOVENIA

- Secretary General OC Pokljuka (member since 1998), a role in which he successfully oversaw the organisation of the IBU World Championships Biathlon 2021 Pokljuka
- Since 2015 in charge of marketing activities for the Slovenian Biathlon Team
- Over 20 years of experience in international sports, including being an OC member at major sports events such as the World Rowing Championships, the European Youth Olympic Festival, and individual stages of the Giro d'Italia

#### **Personal Statement**

*"With 20 years of commitment to biathlon, experience in the international sports environment, and business expertise, the future development of biathlon - with the focus on strengthening the relations with NFs and OCs - represents my most significant interest.*

*With the still-on-going COVID-19 pandemic and expected economic crises (mainly due to the rising energy prices), the IBU needs to keep supporting our NFs and progressing with the development programs.*

*That is only possible by increasing competitiveness of our sport and consequently its the marketing value by considering sustainability and integrity in all decisions, improving the look and feel of our sport and the venues, introducing new technologies, encouraging sponsors for sponsorship activations, and using Summer Biathlon as a powerful promotional tool."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **PETTERSON, Anders**

NOMINATED BY BRAZILIAN SNOW SPORTS FEDERATION

- Masters of Science in Economics and Business Administration
- Managerial experience as top manager within Latin America
- Currently member in six different executive boards / councils

#### **Personal Statement**

*"Studies show that board diversity makes a stronger board and enhances the success of the organisation.*

*I believe that my regional background in South America, knowledge of good governance practices, and experience in "small" and developing countries will bring this diversity, and positively contribute to the executive board composition of IBU.*

*IBU is today a strong and well-run organisation but needs to continue developing since we face enormous challenges ahead. The vision and mission of IBU as defined within Target 26 and the five Strategic Areas for 2026 is a framework that involves all our National Federations.*

*As President of the Brazilian Snow Sports Federation for the last 4 years, we have been able to successfully develop winter Olympic and Paralympic sports. We have used innovative tools to promote snow sports in a responsible and sustainable way, not only at grassroots level but also at a high-performance level."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **PUREVSAMBUU, Tungalag**

NOMINATED BY MONGOLIAN BIATHLON ASSOCIATION

- Mongolian Biathlon Association Executive Board member since 2017
- More than 20 years in the sport and Olympic movement as a sports administrator
- Holds positions in the Olympic Council of Asia and International Olympic Committee; for the period 2015-2019 a member of IOC Women in Sport Commission, specialised in gender equality and equity in Mongolia

#### **Personal Statement**

*"I am not an athlete, and I am not a coach. But I know how to prepare for the event. I know how to support winter sports teams, especially biathlon, where I am from a developing, independent, and democratic nation. As a mother and administrator, I served the Olympic and sports movement for over 20 years. We traveled down a passionate but not easy path, establishing coaching and team services and incorporating gender equality principles. Asia hosted Olympics and Asian-level sporting events. We're learning and growing. For the better development of IBU, it is vital to increase the number of National Federations, with a space for our new growing generation of biathletes from Asia and other developing regions. Thus we, people of Asia, would like to be an Asian bridge to the IBU, bringing diversity to biathlon.*

*I would kindly ask you to support my candidacy as an Asian!"*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **SAGUEZ, Fabien**

NOMINATED BY FRENCH SKI FEDERATION (FFS)

- President of the French Ski Federation (FFs)
- Development of regional and national biathlon cups in the whole French territory
- Management of a World cup in a French ski resort

#### **Personal Statement**

*"Many reasons led me to the candidacy for the executive board member. I have been involved in the biathlon family in France, and at the international level, for more than ten years. I always had in mind the impact and the influence of our sport. By joining the IBU board, I wish to continue supporting the international growth of biathlon.*

*Our sport faces multiple challenges, including climate change and the degradation of natural spaces. I want to be part of rethinking the mode of sports and biathlon's evolution. I am also determined to contribute to IBU policies for gender equality, transparency, and democracy.*

*Getting broader international recognition for biathlon and standing by our NFs in all circumstance is of great importance. I am also convinced that after two decades of leading the French biathlon teams, my experience can be worth sharing as a new executive board member."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **SANTER, Nathalie**

NOMINATED BY ITALIAN WINTER SPORTS FEDERATION

- Professional biathlete between 1990 - 2008; participated in five consecutive Olympic Winter Games as an athlete
- Product development support at Odlo (sport manufacturer) between 2008 and 2012
- TD Cross country skiing 2019 - 2022 and Chief of competition cross country World Cup and Tour de Ski Toblach 2010 - 2020

#### **Personal Statement**

*"My name stands for clean and fair sport. We must ensure that all athletes around the globe can compete and develop their talent in a clean environment. That said, the support of our independent Biathlon Integrity Unit is of utmost importance.*

*One of the main issues is to support female experts in the sport of biathlon to join technical committees.*

*My main priorities are:*

*Fair and clean sport: education of young athletes in all countries is coordinated by the Biathlon Integrity Unit.*

*Supporting the biathlon integrity Unit as the independent expert body*

*Gender Equity: bringing forward female leadership.*

*Development of post-career pathways for former athletes: support athletes in their transition from professional athletes to a professional career after the sport.*

*Development of coaches in nutrition and integrity.*

*Support for the development of nations with a lower level of infrastructure."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **SLETTE-MARK, Uiloq**

NOMINATED BY GREENLAND BIATHLON

- Cand. Mag. Computer Science from University of Oslo
- President of Greenland Biathlon
- Former biathlete on international level between 1989 and 2019

#### **Personal Statement**

*"My passion is biathlon, and I have been in the biathlon family as an athlete, coach, team leader, secretary general, and president of my federation for the last 33 years.*

*If I am elected to the EB, I will complement the delegates from the stronger nations with my knowledge and experience to do the best for the whole biathlon family. I wish to continue the great work that has been done over the last years in IBU and keep the line and continue to develop biathlon to be the greatest winter sport. I will continue to work for a clean and transparent sport. With knowledge and logistic sharing between stronger and developing nations, our sport will grow even higher."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **SOSUNOVA, Aliona**

NOMINATED BY LITHUANIAN BIATHLON FEDERATION

- Former professional athlete, competing in World Cup and World Championships and later a member of Lithuanian Biathlon Federation Executive Committee
- Director of engineering at Vinted with 10 years experience in leading teams and organisations and two years experience in management consulting
- Founder of Tech Kinship (NGO advocating for emotional health and inclusion with more than 500 members) and ambassador of Women Go Tech - (NGO helping women to change their career and have mentorship and support through their journey)

#### **Personal Statement**

*"My biggest passion is to enable people, teams, and organisations to perform better while getting more satisfaction from both - process and results. And do this by improving the system and mindset. My experience of being a woman athlete (from being a girl to being a married woman) from a small biathlon nation, trying to combine a professional athlete's life with having a family, building my career in other fields, and trying at the same time to make my way to the Olympics, gave me lots of insights where I see where the system potentially could be improved.*

*I strongly believe that my management and leadership experience - leading and transforming teams of 10 to 1000 employees - combined with my previous sports career background, Russian & English language fluent knowledge, and personal interests in advocating gender equality and emotional health, could be a great add-on for the biathlon family."*

## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **STEINLE, Franz**

NOMINATED BY GERMAN SKI FEDERATION

- President of the Higher Regional Court of Stuttgart (2013-2017)
- President of the German Ski Federation and Spokesman of the winter sports associations in the German Olympic Sports Federation since 2013
- Board Member of the International Biathlon Union and Biathlon Integrity Unit since 2018

#### **Personal Statement**

*"As a Member of the IBU and BIU Board, President of the German Ski Federation, and member of several IBU Working Groups, I am well aware of the different challenges biathlon faces on all levels.*

*I know that it takes more than just some new concepts. We need the people. We need to keep up our enthusiasm for biathlon. For this reason, we created an ideal platform with "Target 26" to formulate and advance our goals together.*

*Due to my different activities and functions, I have a solid network with our partners, sponsors, and the media! Moreover, I am in close and regular contact with some of the sport's most influential organisations, such as WADA and IOC.*

*Through my work as an independent Supreme Court judge and President of the Higher Regional Court, I have extensive legal expertise that I am happy to continue to make available to the IBU."*



## CANDIDATES FOR THE IBU EXECUTIVE BOARD



### **WINFIELD, Elizabeth**

NOMINATED BY BRITISH BIATHLON UNION

- 24 years within the Biathlon environment as an Athlete, Coach, Manager, Para Nordic Director and BBU Secretary General
- 20 years' knowledge in strategic management and leadership roles, working in multinational teams to deliver collective approaches to critical situations within the British Army
- Experience as a Board Member across the Charity and Sport Sector and member of the IBU & SheSkillz Global Women's Mentorship Programme, completed the Women Lead Sports Masters Programme

#### **Personal Statement**

*"I was introduced to biathlon at 18 and instantly fell in love! It felt like the most wholesome sport out there, but the addition of great people, their passion, and their drive is the genuine reason I have never left it. As a member of the IBU Board, I can return to the sport that has shaped my life; I will apply my boundless energy and demonstrate to all National Federations I will serve my unwavering commitment to the betterment of the sport and the IBU.*

*My knowledge of a developing nation in the sport is firsthand, yet I understand the importance of biathlon in the broader ecosystem and the different challenges for each federation. We all play a significant part within the biathlon family. I honestly believe that as your voice at the table, we can make a difference and accelerate change."*