



IBU DEVELOPMENT COMMISSION

TERMS OF REFERENCE

CONTEXT

The IBU aims to develop the potential of its National Federations members and build sustainable systems, structures, and pathways from beginners to elite athletes by providing educational resources and development support that reinforce the delivery of structured development systems, projects, and activities.

The IBU's development concept is based on four pillars and objectives:

I. Popularisation

1. Create tools that can engage children worldwide to practice biathlon from the beginning. Biathlon as a recognised and popular sport.
2. Grow number of participants in entry-level biathlon competitions globally (including IBU Junior and Youth events, IBU Cups, regional events and junior national championships).

II. Education

1. Creating a system with a framework, coach development resources, and courses improving our coaches' qualifications and increasing our interest in our sport.
2. Increase the qualification of technical officials, NF staff, and IBU event managers. Our NFs are viewed as leading organisations in their countries.
3. Increase the interest in scientific research and innovation in biathlon.

III. Athlete development

1. Make athletes aware of pursuing educational activities to prepare for life after sport.
2. Creating educational programmes and support system for athletes to prepare for life after sport.

IV. NF development

1. Building the capacity of existing members to regulate, promote and develop the sport on a national level.
2. More (active) members are joining the IBU.

Based on that the purpose of the IBU Development Commission is to ensure that the IBU's development structure and support comply with the members' needs and challenges on different development levels. DC will provide the best experience and practical advice to implement IBU's objective-oriented development programmes.

COMPOSITION

The Development Commission will consist of a maximum of seven (7) appointed members, proposed by the IBU National Federations and confirmed by the IBU Executive Board based on a proposal from the Development Director.

The Development Director will chair the Commission.

The composition of the Commission shall aim to ensure appropriate balance among the membership:

- Relevant background and experience;
- IBU Development Category representation;
- Gender; and
- Culture.

A member of the IBU Executive Board is appointed to serve as a liaison to the EB. The IBU Development Director will coordinate the work of the Commission.

TERM

The term of office of the DC will be from election Congress to election Congress.

A member may resign by giving less than one month's notice in writing to the Chair and IBU President.

ROLE

The tasks of the Commission will include:

- Provide expert opinions and make proposals to EB about a long-term IBU Development Strategy;
- Support the IBU in the delivery of its development programmes through the constant assessment and adapting of development activities;
- Assist in the annual review and recommended planning of development activities;
- Work in close cooperation with other specialised commissions and IBU working groups depending on the field of expertise, for instance, the IBU Academy Experts Working Group, the Regional Events Working Group, the Research Grant Working Group, Gender Equality Working Group and others;
- Act as an IBU Development Ambassador in all related matters, actively promoting the vision and work of the IBU.

REPORTING STRUCTURE

Working in close cooperation with IBU Development Director, the Commission reports to the EB.

ACTIVITY

The Commission will meet at least twice each calendar year to discharge its obligations under these terms of reference. The IBU staff will coordinate the meeting dates and provide the relevant agenda and associated information for all members a minimum of one week in advance of each meeting.

The meetings can take place in person or virtually.

The Commission may set up ad hoc working groups as necessary and invite experts from outside the biathlon community to assist in its work.

The DC members act as such in a voluntary capacity and will not be compensated for their work as a member. The IBU will reimburse expenses for each member under the IBU Travel Policy and will make any travel arrangements required for in-person meetings.

REVIEW

The Commission will assess the relevance and value of its work and the level of involvement of its members on a yearly basis, before the IBU Executive Board's June meeting.