

IBU DEVELOPMENT COMMISSION

TERMS OF REFERENCE

CONTEXT

The IBU is committed to developing the potential of its National Federation members and supporting the establishment of sustainable systems, structures and development pathways from grassroots participation to elite performance. Through targeted development support, programmes, education and knowledge transfer, the IBU enables its members to strengthen their capacities and contribute to the delivery of the strategic objectives set out in Target 2030.

The purpose of the IBU Development Commission (DC) is to ensure that the IBU's development framework, programmes and support mechanisms remain relevant, effective and responsive to the diverse needs and challenges of National Federations at different stages of development.

The Development Commission provides strategic guidance, practical expertise and advice to support the design, implementation and evaluation of objective-oriented IBU development programmes. Its work is aligned with the IBU's strategic priorities, in particular Closing the Competition Gap and supporting the directional objective of growing biathlon by doubling the number of athletes, with a particular focus on kids and youth.

Through its expertise and understanding of National Federation needs, the Development Commission contributes to ensuring that IBU development initiatives deliver sustainable, measurable and long-term impact across the Biathlon Family.

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.

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.

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.

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 Para Biathlon Commission, the IBU Academy Experts Working Group, the Regional Events Working Group, the Research Grant Working Group, the Diversity, Equality and Inclusion 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.