



INTERNATIONAL
BIATHLON
UNION

08

VERSION 2026

IBU EXECUTIVE BOARD RULES

Effective 10 March 2026



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1. INTRODUCTION

1.1 These Executive Board Rules were adopted at the Extraordinary Congress meeting in October 2019. They supplement Part IV of the Constitution, which establishes the composition and powers of the Executive Board (Articles 17 and 18) and the duties of Executive Board members (Article 19), and also includes certain basic provisions about Executive Board meetings (Article 20).

1.2 This version of the Executive Board Rules is effective from 10 March 2026. From that date, they supersede any previous IBU rules covering the same subject-matter. They may be amended from time to time by the Executive Board in accordance with Article 20.1 of the Constitution, subject to the ultimate authority of Congress.

1.3 These Executive Board Rules are governed by and will be interpreted in accordance with the laws of Austria and the rules of interpretation set out in Appendix 1 of the Constitution.

1.4 Unless otherwise stated, defined words and terms used in these Executive Board Rules (denoted by italicised text) have the meaning given to them in the Constitution.

1.5 In the case of any conflict between these Executive Board Rules and the Constitution, the Constitution will prevail.



2. ROLES OF EXECUTIVE BOARD MEMBERS

2.1 The roles of Executive Board Members and of Extraordinary Members, Honorary Members, and/or any other type of membership may be defined by the Executive Board from time to time, including their key responsibilities and expected skills and competencies. Each role will be defined in Annex A of the Executive Board Rules.

2.2 The contents of Annex A may be considered by the BIU Board when performing their assessment of whether an Executive Board Member as IBU Official is (a) is of good character and reputation; (b) is able to meet the high standards of conduct and integrity required of an IBU Official; and (c) is physically and mentally fit to perform the role in question, in accordance with Article 27.1.11 of the Constitution.



3. MEETINGS OF THE EXECUTIVE BOARD

3.1 The Executive Board will meet at least three times each calendar year, on such dates and at such times and places as the President decides. In addition, the President must call a meeting of the Executive Board within no more than 30 days if at least three elected Executive Board members submit a written request to do so. Members will attend such meetings in person or (exceptionally) by teleconference or such similar communications equipment as allows all persons participating in the meeting to hear each other at the same time (Virtual Attendance). Members may not send alternates to attend meetings in their place.

3.2 The agenda for a meeting of the Executive Board shall be set by the President in consultation with the Secretary General. Any Executive Board member and any Committee chairperson may request the inclusion of items on the agenda at an Executive Board meeting. The Executive Board may by Special Majority amend the agenda for a meeting at any time, including during the meeting.

3.3 Notice of Executive Board meetings and an agenda should ordinarily be provided at least 30 days before they are held. However, where more urgent action is required, the President (or at least three elected Executive Board members) may call an emergency meeting at shorter notice (of not less than 12 hours, unless unanimously agreed by the Executive Board members then in office). Such short notice will be delivered by the Secretary General as soon as practicable orally (in person or by telephone) and in writing (by email, facsimile or other available form of electronic communication). A meeting called on short notice may be attended by members by Virtual Attendance.

3.4 No business may be validly conducted at an Executive Board meeting unless a quorum is present (either in person or, if permitted, by Virtual Attendance). For these purposes, a quorum is at least seven of the members of the Executive Board then in office and entitled to vote (including the President and Vice-President). If there are less than seven members of the Executive Board who are entitled to vote in office at the relevant time, then the quorum is 50% plus one of the members of the Executive Board then in office who are entitled to vote.

3.5 The President will chair meetings of the Executive Board. If the President is unavailable for an Executive Board meeting, the Vice-President will chair the meeting. If the Vice-President is not available, the members of the Executive Board in attendance at the meeting will appoint a chairperson for the meeting from among their number.

3.6 Meetings of the Executive Board are not public but the President may invite third parties to attend all or part of such meetings, subject to such confidentiality protections as the President may deem appropriate.

3.7 Voting:

- (a) Except for the Secretary General (who will not have a vote on any motion), each Executive Board member present (in person or by Virtual Attendance) at an Executive Board meeting will have one vote on each motion, save that Executive Board members may not cast a vote on any matter in respect of which they have a conflict of interest. Voting by proxy or by letter is not permitted.
- (b) In the event of a dispute as to whether an Executive Board member has a conflict of interest, if the dispute arises before an Executive Board meeting it will be resolved as set out in the IBU Integrity Code. If the dispute arises at the Executive Board meeting, it will be resolved by decision of the Executive Board.
- (c) Voting will be conducted by voice, or (if requested by any Executive Board member) by a show of hands, or (if so resolved by Special Majority) by ballot or by secret ballot.
- (d) Unless otherwise specified in the Constitution or these Rules, motions of the Executive Board require a Simple Majority in order to be passed. In such cases, in the event of a tie in votes, the chairperson will have a deciding vote.



3.8 The Secretary General or their delegate will take minutes of each meeting of the Executive Board, noting the names of the persons present and all motions considered and all motions passed at the meeting. The minutes will be finalised by the chairperson and sent to Executive Board members within a month of the meeting. Any amendments to the minutes proposed by an Executive Board member who was present at the meeting in question will be discussed at the next meeting of the Executive Board and any agreed amendments will be noted accordingly. Once agreed, minutes of Executive Board meetings (or a summary thereof) will be published and distributed, including to NF Members, in the manner required by the Constitution.



4. CONDUCTING EXECUTIVE BOARD BUSINESS OUTSIDE OF MEETINGS

4.1 If all members of the Executive Board then in office and entitled to vote agree unanimously, any business that could have been conducted at an Executive Board meeting may be considered and voted upon by email, facsimile or other available form of electronic communication, without a meeting of the Executive Board having to be convened.

4.2 A motion in writing that is signed or consented to by email, facsimile or other forms of electronic communication by all of the members of the Executive Board then in office and entitled to vote will be valid as if it had been passed at a meeting of the Executive Board. Any such motion may consist of several documents in the same form, each signed or consented to by one or more of the Executive Board members.



5. VACANCIES

5.1 The office of an Executive Board member will automatically become vacant if that member:

- (a) dies;
- (b) becomes incapacitated such that they cannot fulfil their duties as member;
- (c) resigns from office (to be effective, such resignation must be in writing);
- (d) ceases to be Eligible;
- (e) is removed from office in accordance with Rule 5;
- (f) fails to attend three consecutive meetings of the Executive Board in circumstances that the Executive Board decides by Simple Majority are not justified; or
- (g) in the case of the chairperson or other nominee of the Athletes' Committee, ceases to be a member of the Athletes' Committee.

5.2 If a vacancy arises on the Executive Board, it will be filled as follows:

- (a) If the vacant position is the position of President, the Vice-President will become the interim President, and will exercise all of the powers and fulfil all of the responsibilities of the President under the Constitution and the Rules until Congress appoints a person to fill the vacancy. The Executive Board must call an Extraordinary Congress meeting for that purpose, unless the next Congress meeting is less than six months away.
- (b) If the vacant position is the position of Vice-President, then the remaining members of the Executive Board will appoint one of their number (other than the Secretary General) to serve as Vice-President until a replacement Vice-President is elected at the next Congress meeting.
- (c) If the vacant position is the position of nominee of the Athletes' Committee, then the Athletes' Committee will nominate another of its members to fill the vacancy for the balance of the term of the vacating member.
- (d) If the vacant position is any other position (including as a result of application of the foregoing provisions of this Rule 4.2), the Executive Board may invite NF Members to nominate candidates and choose one such candidate to fill the vacancy until a replacement is elected at the next Congress meeting, or else the position may be left remain vacant until a replacement is elected at the next Congress meeting.



6. SUSPENSION OR REMOVAL OF AN EXECUTIVE BOARD MEMBER

6.1 By motion passed by Special Majority, the Executive Board may suspend an Executive Board member from office where that member:

- (a) is under investigation for or is charged with commission of a criminal or a disciplinary offence, such as violation of the IBU Integrity Code or breach of the rules of an NF Member; or
- (b) is, in the Executive Board's opinion, in breach of one or more of their duties under Article 19 (or otherwise) of the Constitution.

6.2 The Executive Board may make a suspension imposed pursuant to Rule 5.1 subject to such terms and conditions as it considers appropriate. Where such suspension is triggered by an investigation or charges, it will remain in place pending resolution of the investigation or charges. Otherwise, however, it will remain in place for no longer than 12 months, unless the Executive Board extends it (by motion passed by a Special Majority) until the next Ordinary Congress meeting.

6.3 By motion passed by Special Majority, the Executive Board may remove an Executive Board member from office before the end of their term:

- (a) for serious or repeated or persistent breach of their duties under Article 19 (or otherwise) of the Constitution; and/or
- (b) for failure to meet the conditions that the Executive Board has imposed for lifting of a suspension under Rule 5.2 by the deadline specified by the Executive Board.

6.4 Before suspending or removing an Executive Board member under this Rule 5, the Executive Board will provide that member with:

- (a) written notice of the proposed suspension or removal, including the grounds for such proposal; and
- (b) the opportunity to make submissions to the Executive Board within a reasonable period (not less than 48 hours) as to why the proposed suspension or removal should not be carried out.

6.5 If an Executive Board member who is removed or suspended from the Executive Board is also a member of the BIU Board, they will automatically be removed or suspended (as applicable) from that position as well, and the remaining members of the Executive Board will appoint another member of the Executive Board to take that member's place on the BIU Board.

6.6 Nothing in this Rule 5 limits or prejudices any other powers that exist under the Constitution or the Rules to suspend or remove Executive Board members from office.



7. APPEAL

An Executive Board member who is removed or suspended from office before the end of their term may appeal that removal or suspension to the CAS in accordance with Article 32.2 of the Constitution.



ANNEX A ROLE PROFILES FOR IBU EXECUTIVE BOARD MEMBERS

This Annex A sets out the role profiles for the elected members of the IBU Executive Board. Articles 17 and following of the IBU Constitution defines the structure of the Executive Board and the powers and duties assigned to it. These profiles build on that framework by providing a clear description of what each role involves, and the skills and competencies expected of those who hold it.

The purpose of these profiles is to support good governance, transparency and accountability across the organisation. They help National Federations understand the expectations placed on their nominees for elected positions. They also assist candidates by setting out the responsibilities associated with the roles and the standards that must be met in line with the IBU Integrity Code.

As provided in Article 2.1 of the Executive Board Rules, the profiles do not replace the relevant articles of the IBU Constitution or any IBU Rules. Instead, they act as a practical guide to how the duties in those documents are carried out in practice. They also support the vetting process by outlining the personal qualities, experience and independence required for leadership positions within the IBU.

Each profile reflects the distinction between the strategic role of the Executive Board and the operational responsibilities held by the Secretary General and the IBU management team. This ensures clarity of roles, avoids duplication and promotes an effective working relationship between elected officials and staff.

These profiles will be reviewed periodically and adjusted as necessary to ensure they remain aligned with the IBU Constitution, Integrity Code and evolving good-governance standards.

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1. EXECUTIVE BOARD MEMBER

Role Profile

PURPOSE

Responsible collectively for governing the IBU, ensuring the sport develops in line with the Constitution and that the organisation operates with integrity, transparency and accountability.

KEY RESPONSIBILITIES

Applicable to all elected Executive Board Members, including the roles of President, Vice President and Treasurer.

Governance Duties

- Exercise all powers of the Executive Board under Article 18, including:
 - Enactment of rules and other regulations, unless Congress is responsible for the enactment of such rules and regulations
 - strategic planning
 - awarding hosting rights
 - ensuring compliance with the Integrity Code.

Strategic Decision-Making

- Review proposals, assesses risks and contributes to long-term development of the sport.
- Set policies

Finances

- Adopt annual planning and a budget for IBU
- Control expenditure, source income, approve major transactions, and prudently invest the IBU's funds;

Support to Committees, Commissions and Working Groups

- Participate in Board sub-groups and serves as a liaison when assigned.

Integrity Responsibilities

- Meet all eligibility requirements (Art. 27).
- Must comply with the Integrity Code, including conflict-of-interest rules and election conduct rules.

Representation and Stakeholder Engagement

- Represent the interests of the IBU as a whole, not national interests.
- Build constructive relationships with NF Members, athletes and partners.

SKILLS AND COMPETENCIES

Applicable to all elected Executive Board Members, including the roles of President, Vice President and Treasurer.

Governance Knowledge

- Strong understanding of constitutional responsibilities, Rules and Congress processes.

High-Level Decision-Making

- Able to analyse complex issues, identify future risks and contribute to effective and independent decision-making.
- Able to interpret complex policy issues and provide clear contributions to long-term planning.



Integrity and Ethical Conduct

- Demonstrate independence, impartiality and discretion.
- Fully compliant with the Integrity Code, including conflict-of-interest rules, confidentiality, and ethical conduct requirements for elections and decision-making.

Collaboration and Communication

- Effective team contributor within a diverse Board structure.
- Capable of presenting and discussing matters clearly in meetings and Congress.

Risk and Financial Awareness

- Understand basic financial statements, audit concepts and major organisational risks.



2. IBU PRESIDENT

Role Profile

PURPOSE

Leads the International Biathlon Union (IBU). Sets the strategic direction of the organisation, represents the IBU internationally and ensures good governance, integrity and compliance with the Constitution.

KEY RESPONSIBILITIES

Leadership and Governance

- Chairs meetings of Congress and the Executive Board, ensuring all procedures comply with the Constitution (Art. 22).
- Ensures the Board exercises its powers under Article 18, including rulemaking, strategic planning, financial oversight and event governance by leading its work.
- Upholds the IBU's purposes and principles (Art. 2), including the promotion of integrity, autonomy, safeguarding and good governance.
- Ensures that the decisions of Congress and the Executive Board are implemented

Executive Supervision

- Works closely with the Secretary General and supports him to ensure effective administration and delivery of Board decisions.
- Monitors performance the Secretary-General as well of the management team without engaging in operational tasks.

Representation and Diplomacy

- Represents the IBU in the Olympic Movement and with external partners and maintains good relations with the IOC, IPC and WADA.
- Maintains strong relations with NF Members, sport-related government agencies sponsors and other international sports bodies and -organizations.

Integrity and Compliance

- Ensures strict compliance with the Integrity Code, including independence, conflict-of-interest rules and high standards of conduct.
- Supports and protects the independence of the Biathlon Integrity Unit (Art. 28–29).

SKILLS AND COMPETENCIES

In addition to the Skills and Competencies required of a IBU Executive Board Member.

Governance and Strategic Leadership

- Proven ability to lead a board, give direction and make balanced decisions under pressure.

High-Level Decision-Making

- Skilled at handling sensitive or high-stakes issues.

Financial and Risk Oversight

- Sound understanding of non-profit financial structures, budgeting and risk management.
- Able to interpret financial reports and support responsible resource use.

Communication and Representation

- Clear communicator in formal and informal settings, including public events, media and Congress.
- Diplomatic, credible and confident representing the IBU internationally.



3. IBU VICE PRESIDENT

Role Profile

PURPOSE

Supports the President and Executive Board. Leads assigned strategic areas and acts for the President when required.

KEY RESPONSIBILITIES

Governance and Board Duties

- Representation of the President when the President is unavailable and/or at the President's request
- Acts as deputy chair for Congress and Board meetings when needed (Art. 23).
- Participates fully in all Executive Board responsibilities under Article 18.

Portfolio Leadership

- Leads specific strategic areas assigned by the President or Board.
- Supports the Secretary General and management team in delivering Executive Board priorities.

Strategic Engagement

- Supports the development of IBU policies, rules and long-term plans.
- Builds strong relations with NF Members, athletes, committees and partners.

Compliance and Integrity

- Applies the Integrity Code in all activities, including elections, conflicts of interest and confidentiality while maintaining and supporting the Biathlon Integrity Unit

SKILLS AND COMPETENCIES

In addition to the Skills and Competencies required of a IBU Executive Board Member.

Governance and Strategic Leadership

- Proven ability to lead a board if required on short notice, give direction and make balanced decisions under pressure.
- Ability to effectively work with the President, Treasurer and other Board members

High-Level Decision-Making

- Skilled at handling sensitive or high-stakes issues.

Financial and Risk Oversight

- Sound understanding of non-profit financial structures, budgeting and risk management.
- Able to interpret financial reports and support responsible resource use.

Communication and Representation

- Clear communicator in formal and informal settings, including public events, media and Congress.
- Diplomatic, credible and confident representing the IBU internationally.



4. IBU TREASURER

Role Profile

PURPOSE

Provides financial oversight, strategic advice and risk awareness to the Executive Board. Ensures the organisation maintains sound financial governance, meets non-profit requirements and protects its resources. According to Article 23.2, the role of the treasurer is defined by the Executive Board and focuses on strategy and advice, not operations. The operational tasks are to be carried out by the Finance Director, if necessary, in consultation with the Secretary General.

KEY RESPONSIBILITIES

Financial Oversight

- Reviews financial strategies, annual budgets and audited accounts.
- Supports the development and monitoring of financial guidelines and the internal control system
- Ensures compliance with Article 41 of the IBU Constitution on financial year, audit and reporting.

Audit Responsibilities

- Alongside the President, SG and Director of Finance & Administration (DFA), recommends the external audit firm and participates in the audit process.
- Supports the Executive Board in understanding audit findings.

Investment Oversight

- Serves as Executive Board liaison to the Financial Investment Working Group.
- Participates in the review of investment performance and the investment policy (“Financial Investment Instruction”)

Risk and Insurance

- Participates in the review of the IBU risk register.
- Reviews authorisation rules and insurance arrangements with the President, SG and DFA.

Integrity and Conflict Management

- Declares conflicts of interest and recuses when required as per the Article 3 of Chapter B of the Integrity Code.
- Maintains full compliance with Integrity Code obligations.

SKILLS AND COMPETENCIES

Financial Expertise

- Deep understanding of financial oversight, audits, budgeting and investment fundamentals.
- Able to analyse financial statements and identify risk trends.

Risk Management Competence

- Familiar with risk registers, insurance structures and authorisation frameworks.

Strategic Oversight Ability

- Knows how to challenge constructively without becoming operational.
- Understands non-profit financial rules, including the requirement that IBU funds support only the IBU’s purposes (Art. 4).



Integrity and Independence

- Strong ethical standards, full compliance with Integrity Code expectations.
- Able to remain objective, transparent and conflict-free.

Communication Skills

- Able to explain financial issues clearly in an easily understandable way to the Executive Board and Congress.
- Works communicative, constructive and effectively with the DFA, Secretary General and President.



5. JOINT EXECUTIVE BOARD MEMBER AND BIU BOARD MEMBER

Role Profile

PURPOSE

Serves on both the IBU Executive Board and the BIU Board. Acts as the formal link between the two bodies while safeguarding the independence of the BIU. Supports good governance by ensuring alignment on strategy, integrity commitments and resource needs without influencing operational integrity matters.

According to Article 29, as a non-voting member of the BIU Board, he keeps the IBU Executive Board informed about the activities of the BIU and is not a member of the Vetting Panel. This role does not entitle for decision making on the BIU Board.

KEY RESPONSIBILITIES

Executive Board Responsibilities

As an Executive Board member, the individual:

- Performs all duties under Article 18 of the IBU Constitution, including governance, strategic planning, financial oversight and rule approval.
- Acts in the interests of the IBU and the sport as a whole.
- Upholds all Integrity Code obligations, including conflict-of-interest rules and confidentiality.

BIU Board Responsibilities

In their BIU Board role, the individual:

- Contributes to BIU governance in line with the BIU Rules and Integrity Code.
- Participates in strategic planning and budget requests.
- Ensures strict protection of BIU independence as required by the Constitution (Arts. 28–29).

Bridge Between the Executive Board and BIU Board

- Ensures the Executive Board understands the BIU's strategic needs, resourcing issues and governance requirements.
- Helps ensure BIU priorities align with broader IBU strategy without compromising independence.
- Shares relevant governance-level information in a controlled, appropriate and confidential manner.

Independence and Boundaries

- Must not influence or interfere in BIU investigations, prosecutions or operational decisions.
- Must not relay operational BIU information to the Executive Board.
- Must declare and manage conflicts of interest, including institutional conflicts involving NF Members, athletes or staff.
- Must adhere to strict confidentiality standards from both Boards.

SKILLS AND COMPETENCIES

Integrity and Independence

- High personal integrity with a proven ability to act independently and impartially.

Governance Experience

- Experience in board-level governance, risk management and policymaking.



Understanding of Integrity Systems

- Clear grasp of integrity functions such as:
 - safeguarding
 - anti-doping
 - ethical conduct
- Not expected to be operational but must understand the nature of BIU's work to support effective oversight.

Communication and Relationship Management

- Able to communicate clearly between the two Boards while respecting confidentiality limits.
- Maintains constructive working relationships with the BIU Board, Executive Board, Secretary General and Head of the BIU.

Judgement and Risk Awareness

- Strong ability to identify governance, reputational and integrity risks.
- Able to contribute on matters affecting the BIU's ability to operate effectively and independently.