



JOB TITLE: Intelligence Researcher/Analyst

REPORTING TO: Head of Biathlon Integrity Unit

OVERVIEW OF BIATHLON INTEGRITY UNIT

The Biathlon Integrity Unit is operationally independent from the governing body of Biathlon and is managed by the Head of the BIU who reports to the Biathlon Integrity Unit Board.

The purpose of the BIU is to protect the integrity of biathlon from all forms of corrupt practice, including performance enhancement through doping and betting-related activities.

The remit of the BIU is to combat the threat of corruption, primarily through prevention, investigation and prosecution.

The BIU is committed to providing a safe, diverse and inclusive work environment. Having a team that offers different ideas and perspectives leads to better (and more creative!) problem solving.

JOB DESCRIPTION AND REQUIREMENTS

As a Researcher and Analyst within the BIU you would be working with a small, close-knit and dedicated team, on a range of research, statistics and analysis projects.

The purpose of this role is to conduct research across internal and external data sets and build a credible, in-house capability and deliver high quality analytical and research outputs.

Through effective acquisition and development of evidence and intelligence, the BIU Researcher/ Analyst will protect integrity within the sport of Biathlon and the wider sporting community by:

- Leading and participating in intelligence projects, investigations, and prevention initiatives to include researching various data systems, analysing themes and providing information and reports in order to build prosecution cases.
- Conduct data analysis, with the ability to analyse complex topics from multiple angles.
- Access and assess large volumes of data and use the information to provide potential solutions and recommendations.
- Through use of advanced open-source techniques, develop subject profiles, create evidential products and identify prevention and disruption opportunities.



- Ensuring the quality, secure handling and dissemination of intelligence.
- Effective case management, creation and effective maintenance of BIUs records, including where necessary, operational or project/programme spreadsheets, case files and monthly reports.
- Promote professional standards and where appropriate, provide advice in relation to matters of misconduct relating to any member of the Biathlon Community. This may be during formal presentations to a large number of delegates.

BIU INTELLIGENCE RESEARCHER AND ANALYST MUST HAVE:

- Extensive and recent experience as an Intelligence Analyst or as a Senior Intelligence Officer.
- A sound understanding of intelligence processes and information handling.
- A professional and flexible approach to work.
- The ability to work with sensitive information and maintain confidentiality.
- Good working knowledge of General Data Protection Regulation within a sports integrity environment.
- Fluent in English (Essential); German language desirable but not essential.
- Unquestionable integrity.
- Good team player, with exceptional organisational skills.
- Thoroughness and attention to detail.
- Excellent IT skills, including Microsoft Office.
- Flexibility – hours can be long and include weekends and on occasion extended periods of travel are required.

IDEALLY HAVE:

- Although not essential, a degree (or similar) in an area related to intelligence or data analytics, would be beneficial.
- Practical experience of case management in a legal or criminal justice environment.
- Knowledge and experience of the sports environment.

Although this position is located at the BIU Office in Salzburg, Austria, there is scope for the role to be performed in part, remotely, for example, from home. It may also involve some overseas travel, or on occasion during evenings and weekends, therefore a flexible approach will be required.



SALARY AND BENEFITS:

- Core working hours: 38.5 hours per week
- 25 days annual leave plus Austrian public holidays

A gross monthly salary that is orientated on the Austrian Collective Agreement for Trade (Österreichischer Kollektivvertrag für Handel), paid 14 times per year. The actual salary will reflect the successful candidate's qualifications and work experience. As agreed, based on experience and skills.

SELECTION PROCESS AND VETTING PROCEDURE

The selection process will include one or more interviews, to be held in person and/or remotely at a time to be specified.

To be selected for the role, a candidate must be 'Eligible', as defined in Article 26.2 of the IBU Constitution. The Vetting Panel (made up of the three independent members of the BIU Board) will determine whether the candidates are 'Eligible' following a vetting process (as set out in Article 27 of the IBU Constitution, and in the Vetting Rules). Candidates (if selected) will be required to submit a duly completed 'Vetting Disclosure Form' for this purpose.

The IBU Constitution, Integrity Code, BIU Rules, and Vetting Rules are available at: <https://www.biathlonworld.com/downloads/>

HOW TO APPLY

Applications must be sent to the Head of the Biathlon Integrity Unit, Greg McKenna, at following address: greg.mckenna@biathlonintegrity.com by no later than 6 April 2022 and must include the following information/documents:

- A curriculum vitae with contact details including address (work and home), telephone numbers(including mobile), and email address;
- A letter of application (of 1-2 pages) explaining why the candidate is applying for the role and addressing the key selection criteria;
- Contact details for three referees and (if available) reference letters from each of those referees (it is the candidate's responsibility to ensure that referees are willing to provide a reference when contacted by any member of the selection team); and
- The earliest date that the candidate could start in the role, giving consideration to any time needed for notice requirements, relocation, and/or visa requirements (if applicable).
- The BIU is not just an equal opportunities employer, who welcomes applications from a full diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability we fully appreciate the value a diverse workforce can bring to a small team.

