
Title of Position:	FIH President
Location:	The office is domiciled in Lausanne, Switzerland
Type of Appointment:	Voluntary, elected position

1 Summary of Position / Working context

The International Hockey Federation's first priority is to govern and provide leadership to the global development of hockey. In doing so, it must increase the participation, the profile and the financial viability of the sport. The FIH President is often the face of hockey to the media, stakeholders, sponsors and other international sport leaders. The President must also provide leadership to the Executive Board and Congress and has responsibility to ensure that the values and strategic directions of the FIH are implemented through the Executive Board, Continental Federation and National Associations.

A high priority for the FIH is to promote an ethical performance environment that enables and inspires elite athletes to win medals at Olympic Games. The FIH is committed to the World anti-Doping Code and adheres to the principles and regulations of good governance and integrity as practiced by the IOC.

The President's role is to provide leadership of the Executive Board, to ensure it is able to undertake its responsibilities to "set direction and priorities: set policy and ensure all statutory requirements are observed, identify and manage risk as well as monitor and evaluate organizational achievements." The President must uphold and enforce all governance regulations and policies, overseeing that all the necessary practices are in place to ensure that hockey maintains its status as an exemplary and clean sport.

2 Reporting/Working Relationship

2.1 Reporting

The President reports directly to the FIH Executive Board (EB) and is ultimately responsible to Congress

2.2 Working Relationship

The President maintains a close working relationship with the FIH CEO, EB, CF Presidents, FIH Committees and Panels and all FIH stakeholders

3 Responsibilities

3.1 Strategic Leadership

- Provide inspiring leadership to the global hockey community, ensuring FIH and Hockey is well regarded in the International sporting community.
- Provide leadership to develop and continually reinforce the Vision (Strategic Direction), Mission (Purpose) and Values (Culture) of the organisation
- Through active engagement with FIH Executive Board and FIH CEO, key stakeholders, develop and annually review the Programme of work for the President to maximize and enhance the work of the FIH Office. The Plan is to be presented to the Board for input, review and approval.

3.2 Financial and Risk and Compliance Management

- Act in the best interests of the FIH within the ethics and code of conduct expected in the Olympic movement
- Ensure that nothing is done, or authorized to be done, that could in any way cause a financial harm to the FIH
- Share joint-signature responsibility with the CEO
- Ensure the Risk and compliance framework approved by the Board is implemented
- Support the CEO and FIH team when required to achieve commercial agreements

3.3 Governance Obligations

Ensure the objectives of the FIH, as agreed by the EB, are fully and promptly carried out to:

- Prepare Presidents report for each EB meeting
- Work with the CEO to ensure the EB agenda is following the annual work plan
- Chair the EB meetings – ensuring that topics on the agenda are given complete consideration, that consensus is achieved and that everyone is heard, adequate discussion and also ensuring all points of view are canvassed to ensure high quality decisions
- Ensure the EB is kept fully informed in the manner and frequency it requires to achieve the objectives
- Chair the Congress of FIH every two years
- Work with the FIH Panels to ensure the EB is continually improving its Governance activities and policies and procedures.
- Work with the FIH CEO to actively engage EB members to work constructively on committees or projects to support the work of FIH

3.4 Maintain Strategic Relationships

- Represent the FIH in a professional and irreproachable manner to all stakeholders
- Build and maintain relationships with the Presidents of IOC, ASOIF, Sport Accord and similar organisations
- Enhance the relationship with National Associations and Continental Federations
- Ensure sponsorship relationships are grown and managed in accordance with the strategy

3.5 Hockey

- Initiate and monitor all aspects of the sport of hockey worldwide to ensure the principles of dignity, integrity and good governance, within the framework of the Olympic Games and of events organized or sanctioned by FIH
- Attend and represent hockey at key events specifically Olympic Games, World Cup. Where possible also attend at least two events each year of significance to Hockey i.e. IOC Youth Olympic Games, Junior World Cup, Continental multi-sport Games, Commonwealth Games and lower level tournaments
- Maintain a strong relationship with CF Presidents and support their leadership in their continents
- Maintain a working knowledge of the key issues of FIH through regular discussion with CEO
- Work with the FIH CEO to ensure appropriate appointments are made to key appointments e.g. Jury of Appeal, FIH representative at events
- Within thirty (30) days of election retire from (and during the term of office shall not accept) any executive office or other position (not including honorary or ex-officio positions) within any NA or CF. The President shall during term as President have no direct or indirect involvement in the day to day operations of an NA or CF

3.6 Hockey Foundation

- Ex-Officio member of the Foundation Board – ensuring the work of the Board is appropriately led and that the Board meets its Financial and Statutory obligations as well as achieves its stated aims

3.7 Media

- Represent FIH when required by way of media statements and response to questions
- The view of FIH is presented – careful not to commit statements that are out of line with agreed strategy and position of FIH

Background and Qualifications

- Professional career experience that includes but is not limited to: management of a global or multisite organisation either public or private, non-profit experience
- Strong financial acumen
- Significant Board experience both in hockey specifically as President of CF or NA, Chair or Board member of other either corporate or not for profit boards
- Financially savvy and politically astute leader with the ability to set clear priorities, delegate and guide investment in people and systems; keen intellect and credible leader
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders: a persuasive negotiator able to achieve consensus amongst differing opinions
- Outstanding presentation and communication skills and experienced presenter
- Strong commitment to working collaboratively and transparently

Personal Attributes

- Visionary leader with a blend of outstanding leadership abilities, commercial skills, government and international relations experience and global sports knowledge
- Committed to the vision and strategic direction of FIH
- Dedicated to unifying and developing hockey globally
- Strategic orientation and experience in leading change management initiatives
- High level of emotional intelligence
- High level of honesty and integrity
- Strong sense of own identity
- Cross cultural and politically savvy
- Interpersonal maturity
- Professional astuteness
- Sense of humour and well presented
- Not having reached the Age Limit of 70 at the date of the ordinary meeting of *Congress* standing for election or not reaching the Age Limit within six (6) months thereafter

Competencies

- Demonstrated leadership in a dynamic and complex environment
- Proven ability as Strategic thinker
- Proven negotiation skills and the ability to build consensus
- Excellent interpersonal communication skills with a range of stakeholders, including the ability to communicate to the media
- Abilities in all necessary aspects of the operation of an international federation including financial astuteness, governance through openness and transparency, strong working knowledge of international sport politics and collaborative decision making

- Acts with honesty, transparency and integrity

Technical Capabilities

- The work of FIH is carried out in English and a high proficiency in the English language is required
- Given the global nature of FIH highly developed computer skills and understanding of technology is useful

Time Commitment and Capacity to Travel

- The nature of this role is demanding in terms of travel and time required
- It is envisaged that the time component would be approximately 150 days per year, including travel. The number of days' travel varies dependent upon the Olympic and FIH events cycle, with more days' travel required in Olympic and Congress years, however, 80 days' travel is a good guideline
- The work plan of the President is developed in conjunction with the CEO and to support the implementation of the Strategic Plan, representation requirements and expectations of stakeholders

Remuneration/Costs

- The Position of President as all other Executive Board, Committee and Advisory Panel members, is voluntary
- The work plan of the President is budgeted and approved as part of the planning process and all approved expenses are met. Further information is held in the EB Expense Reimbursement Policy.