



International Testing Agency

The ITA is an international independent not-for-profit foundation based in Lausanne, Switzerland, that manages anti-doping activities for over 50 international sport organisations including the Olympic Games. It delivers anti-doping programs for International sports Federations (IFs), Major Event Organizers (MEOs) and Anti-Doping Organizations (ADOs) that wish to delegate their anti-doping programs to a body that implements high quality programs with increased transparency and independence. The ITA operates in full compliance with the World Anti-Doping Code.

The ITA Intelligence & Investigations (I&I) Department is now looking for one or more full-time (40 hours per week), part-time (fixed percentage) and/or consultant(s) for the role of:

Intelligence & Investigations Officer

Role description

Reporting to the ITA Head of Intelligence & Investigations (I&I), the ITA **I&I Officer** will be responsible for the delivery of a robust intelligence-driven anti-doping program including the collection, analysis, dissemination, and actioning of intelligence, and responsible for conducting evidence-based fact-finding inquiries into potential or alleged violations of the ITA Partners' anti-doping regulations in an independent, impartial, and confidential manner.

The ITA **I&I Officer** will also work closely with all members of the ITA I&I Department and other ITA staff and will regularly collaborate with other I&I stakeholders. Furthermore, he or she will establish and continually enhance a global network of confidential information sources to implement effective intelligence-led processes and implement investigative methods aimed at achieving results through high performance anti-doping activities.

Key responsibilities

- Conducting intelligence-led procedures to detect, prevent, disrupt, and deter doping activities with a view of building cases to prosecute anti-doping rule violations (ADRVs) under ITA Partners' respective jurisdiction.
- Conducting evidence-based, fact-finding investigative procedures and work collaboratively to implement strategies to advance actionable intelligence towards evidence collection to support the prosecution of ADRVs.
- Gathering, processing, evaluating, and analysing information from all available sources and translate it into actionable intelligence products in support of investigative, result management, and prosecution processes.
- Proactively identifying, recruiting, and managing confidential sources of information pertaining to anti-doping matters handled by ITA on behalf of its Partners.
- Critically evaluating sources to provide a thorough assessment of their credibility and reliability.
- Delivering investigative expertise in the collection of evidence such as forensics and data recovery related to analytical and non-analytical cases pertaining to anti-doping matters handled by ITA on behalf of its Partners.
- Leading, coordinating, and conducting intelligence and/or investigative interviews of athletes, athlete support personnel or any other relevant persons including confidential sources of information who are or may be involved in ADRVs.
- Proactively and reactively exploiting open-source intelligence (OSINT), including social media, to support intelligence operations and ADRV investigations.
- Collaborating regularly with trusted external partners, including but not limited to, the World Anti-Doping Agency (WADA), regional and national anti-doping organisations (RADOs/NADOs) and international/national law enforcement and intelligence agencies towards sharing intelligence and information in the pursuit of anti-doping cases.

- Developing and implementing multi-departmental anti-doping operations, based on actionable intelligence reporting to combat emerging trends in doping activities.
- Coordinating regularly with counterparts in other ITA Departments (Testing, Science & Medical, Legal Affairs, etc.) to deliver intelligence-led approaches and evidence-based investigative activities across ITA's anti-doping programmes.
- Assessing and coordinating the external passage of sensitive information, upon approval.
- Liaising with other relevant anti-doping and other integrity stakeholders to develop best practices and promote knowledge-based exchanges in the field of intelligence and investigations.
- Delivering comprehensive and objective reports on findings in support of intelligence, investigative, results management, and prosecution processes.
- Contributing to operational or strategic decision-making processes based on intelligence or investigative outcomes and detected *modus operandi* of anti-doping activities.

Skills and experience required

- A dedication to protecting the integrity of sport and its athletes.
- Higher Education degree (or equivalent) in any relevant I&I field (such as but not limited to intelligence studies, criminal sciences or criminology, analysis, law, etc.)
- Minimum of 6 years of extensive experience in leading intelligence operations, law-enforcement investigations, or sports integrity activities at a domestic or international level.
- Well-developed critical thinking, reasoning, and problem-solving skills with attention to detail.
- Extensive experience recruiting, managing, and maintaining confidential human sources.
- Demonstrated expertise in planning and conducting interviews for evidentiary purposes.
- Strong interpersonal, communication, and organizational skills with an ability to manage multiple case files simultaneously in a structured, methodological, and organised manner.
- Familiarity with handling highly confidential and sensitive information; possess impeccable standards of integrity, ethics, and confidentiality. **A previously held or existing security clearance and a passed background checks is desired.**
- Ability to work under pressure and meeting tight and often competing deadlines.
- A team player with a “can do” attitude and is service oriented.
- Excellent English communication skills, both orally and in writing. Knowledge of other languages would be an asset.
- Access to a wide networks of intelligence operators, security, law enforcement and/or prosecution authorities, or forensic experts is an asset.
- Knowledge of the international sport environment, in general, with in-depth knowledge of any ITA partner or other Olympic sports, as well as anti-doping or related integrity activities are an asset.
- Knowledge of the anti-doping movement, its regulatory framework and stakeholders would be a strong asset.

Start date: As soon as possible

Application deadline: 30 September 2022

Location: Lausanne, Switzerland; or to be defined

Please e-mail [your motivation letter and CV](mailto:recruitment@ita.sport) to recruitment@ita.sport and indicate in the email subject title “**Name First name - I&I Officer**”.

This role description highlights the areas of activity of the employee, it does not intend to be exclusive or exhaustive and may be amended over time depending on the changing needs of the organisation