DEVELOPING THE CAPABILITIES
OF ANTI-DOPING PROFESSIONALS

GLDF 4 CLEAN SPORT

Government Advisor
Role descriptor

GLDF | Global **L**earning and **D**evelopment **F**ramework

The role descriptor will support the anti-doping industry by clarifying the main characteristics of key anti-doping roles. It can be used to support the development of a job description when a relevant public authority aims to recruit an anti-doping advisor. Employers should tailor this role descriptor to their specific needs and realities.

The Government Advisor Role Descriptor provides a high-level overview of this role and includes:

Key purpose of the government advisor role

Role summary

Key responsibilities

Qualities and attributes

Qualifications and experience

Typical employer organizations

Example of job titles

Career progression and professional development opportunities for the practitioner performing this role

Version 1.0

Key purpose of the Government Advisor role

The Government Advisor role contributes to anti-doping initiatives by implementing and providing guidance and oversight on policies and regulations, and creating the conditions and support for anti-doping efforts at the national and international levels.

Role Summary

The Government Advisor role involves the implementation and monitoring of strategic plans and a regulatory anti-doping framework, the coordination of the anti-doping work of government institutions with the National Anti-Doping Organisation (NADO) and national sport organisations, and support to anti-doping activities.

Key responsibilities

The day-to-day functions of the Government Advisor role typically include the following aspects:

Implementing and monitoring strategic plans and a regulatory framework to combat doping

- Ensuring the integration of anti-doping into national sports policy
- Supporting the operational independence of a national anti-doping organisation (NADO) and, where applicable, WADA approved laboratory
- Promoting legislation, regulation and procedures to restrict availability of doping substances and methods, including contaminated food supplements
- Supporting the coordination of information sharing with and between public authorities and anti-doping and sports organisations

Coordinating the anti-doping work of government institutions with the NADOs and the sports movement

- Informing and advising ministers and government officials on national and international anti-doping work and emerging issues

- Supporting a coordination of national stakeholders, including a national compliance platform (NCP) where relevant, for the implementation of the international convention
- Assisting law enforcement, judicial, health and education structures in anti-doping matters
- Ensuring sustainable funding for the national anti-doping programme, including the annual contribution to WADA and, where appropriate, subsidies to the anti-doping laboratory

Supporting anti-doping specific initiatives that concern the protection of athletes' rights and health

- Creating the conditions to ensure the principles of a fair and independent hearing are upheld in anti-doping proceedings
- Supporting the education of athletes and athlete support personnel on anti-doping
- Encouraging and promoting anti-doping research involving academia, sports and other organisations
- Engaging in and promoting international cooperation on anti-doping
- Encouraging relevant professional associations to develop codes of conduct related to anti-doping principles in sport

Qualities and attributes

Common values in the anti-doping industry, regardless of the role a practitioner undertakes. which should be checked for in candidates to the position, are:

Integrity (equity, justice, fairness, courage, accountability)

Excellence (professionalism, innovation, quality, competence)

Respect (honesty, openness, inclusion, diversity)

Collaboration (engagement, teamwork)

Dedication (passion)

The Core Competency Framework for Anti-Doping Practitioners further describes these core values with descriptive statements and captures the competencies that are common across the various roles of the anti-doping industry. It is a useful tool to refer to if the ADO seeks to further develop the list of qualities and attributes that a candidate to any position in anti-doping should be able to demonstrate.

Skills

Based on the results of a survey that was circulated among government advisor practitioners across the anti-doping industry in 2024, a list of skills was identified as necessary for the profession. The following list details skills deemed as essential by 85% or more of respondents. Such skills should be assessed in candidates applying for a government advisor role:

- Ability to deal with internal and external stakeholders
- Ability to give and receive feedback
- Ability to work under pressure
- Critical thinking
- Emotional intelligence
- Listening
- Negotiating
- Planning
- Risk analysis
- Speaking
- Strategic thinking
- Teamwork collaboration
- Time management/ prioritization
- Willingness and ability to learn
- Writing

Qualifications and experience

The government advisor role is primarily concerned with strategic policy development, coordination and monitoring. Candidates for this position should generally be able to demonstrate an appropriate educational and work experience background. Typically:

Strategic policy positions (e.g. policy officers or senior experts)	Civil Service regulations in the relevant country, including if relevant Bachelor or Master's degree. Language skills (e.g. English B2 level).

Experience in working in the sport sector, international relations or other government departments is an advantage for this role.

Typical employer organizations

Ministries (federal or regional)

Sport agencies (public authorities)

Intergovernmental institutions

Examples of job titles

Policy officer

Expert

Advisor

Manager

Specialist

Head of International Relations

Career progression and professional development

Opportunities for progression and development depend on the size and nature of the employing organisation.

The main career pathway is a linear progression within public authorities in the area of sport, public health or other domains. Opportunities for professional development may include further education and training in strategic policy development, scientific, medical or management practices.

Collaborators

WADA, while leading the standard setting work to develop the professional standards, works collaboratively with stakeholders and WADA technical teams. The development work for Government Advisor was conducted by the Technical Working Group composed of:

- An Vermeersch - Ghent University, Belgium
- Auguste Robert - African Union
- Christy Lai - Ministry of Culture, Community and Youth, Singapore
- Efstathios Koukeas - General Secretariat of Sport, Greece
- Heather Sinclair - Department for Culture, Media and Sport, UK
- İnanç Özçakmak - General Directorate of International Organizations & Foreign Relations, Ministry of Youth and Sports, Turkey
- Marva-Jean O'Brien - Ministry of Youth, Culture and Sports, Bermuda
- Olympia Karavasili - WADA
- Satu Heikkinen - Ministry of Education and Culture, Finland
- Tomas Johansson - Ministry of Health and Social Affairs, Sweden

This group was chaired by a senior education practitioner from the anti-doping industry:
- Liene Kozlovska - Council of Europe

Quality Management

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Approved by: WADA Education Commitee

While WADA will update this document regularly to ensure it remains up-to-date, version 1.0 specifically is published as part of GLDF4CleanSport, an Erasmus+ project, and will be reviewed at the conclusion of the project.

GDLF Overview

One of WADA's six priorities under the World Anti-Doping Agency's 2020-2024 Strategic Plan is to 'Grow Impact'. As one of the key initiatives under this priority, the Agency has committed 'to developing training programs and qualifications standards for anti-doping professionals to improve professionalism and enhance the capabilities of the anti-doping workforce'.

Accordingly, in April 2020, WADA's Education Department commenced development of a Global Learning and Development Framework (GLDF), through which specific, standardized training for a range of anti-doping roles are being developed and made available for Anti-Doping Organizations (ADOs) and other stakeholders worldwide within the anti-doping ecosystem. The GLDF establishes role descriptors, professional standards and global learning and development activities for practitioner roles in the anti-doping industry.

The role descriptors have been used by WADA to develop competency-based training programs. They can be read alongside:

(1) the professional standards for the corresponding role, which describe the expected standard of competence for a given role

(2) the anti-doping core competency framework, which details the values and competencies that are common across the various roles in the anti-doping industry.

The Professional (occupational) Standards are the benchmarks of good practice and describe the expected standard of competence for a given role. They should not be confused with the International Standards, which are a set of documents that, along with the World Anti-Doping Code, seek to harmonize anti-doping policies, rules and regulations among Anti-Doping Organizations (ADOs) for specific technical and operational parts of anti-doping programs.

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