



FÉDÉRATION INTERNATIONALE
DE MOTOCYCLISME



SPORTS DIRECTOR
CANDIDATE BRIEF

FÉDÉRATION INTERNATIONALE DE MOTOCYCLISME



The FIM (Fédération Internationale de Motocyclisme) founded in 1904, is the governing body for motorcycle sport and the global advocate for motorcycling. The FIM is an independent association formed by more than 110 National Federations throughout the world. It is recognised as the sole competent authority in motorcycle sport by the International Olympic Committee (IOC). Among its 50 FIM World Championships the main events are MotoGP, Superbike, Endurance, Motocross, Supercross, Trial, Enduro, Cross-Country Rallies and Speedway.

Alongside the different FIM disciplines, the organisation is also engaged in activities beyond sport. These include environment, public affairs, road safety, touring and promotion of women in motorcycling and leading on a range of technical, medical and judicial aspects.



FÉDÉRATION INTERNATIONALE
DE MOTOCYCLISME

THE ROLE

The Sports Director is responsible for the strategic and technical leadership of the Sport Department and ensuring that motorcycle sport continually increases its presence within the world of international sport.

The Sports Director ensures the objectives of the Sport Action Plan are achieved, the plan is monitored, adapted and evaluated; inspires the coordination and harmonisation of motorcycle sport across all disciplines and facilitates collaboration between sport and non-sporting commissions, other departments of the FIM.

The role will be based at FIM's new headquarters in Mies, Switzerland, with significant international travel.

The successful candidate will report into the Chief Executive Officer.



FÉDÉRATION INTERNATIONALE
DE MOTOCYCLISME

RESPONSIBILITIES

Strategic

- Contribute to the development and evaluation of the FIM's Strategic Plan
- Lead the development, implementation and evaluation of the Sport Action Plan, ensuring that objectives and targets are achieved on time and within budget
- Ensure coordination and collaboration amongst and across disciplines; between the Sport Department and other Departments of the FIM
- Monitor trends and innovation in sport and entertainment; ensure that they are communicated within the FIM and the implications for motorcycle sport assessed
- Ensure that all disciplines and sport related activities have identified potential risks; developed and implemented strategies to mitigate the identified risks; and have contingency plans in place for all identified risks

Leadership/Management

- Monitor the overall activities of the Sport Department to ensure that tasks are carried out efficiently and effectively
- Establish strong collaborative relations with and amongst key stakeholders, e.g., Continental Unions, National Members Federations, promoters, organisers, industry, media
- Ensure organisers, staff and volunteers adopt, at all times, a customer service oriented approach in all aspects of their roles
- Actively contribute to the rules harmonisation, licensing and other cross discipline working groups
- Continuously develop programmes to ensure the health and safety of riders and officials
- Ensure safety regulations reflecting best practice are strictly enforced with all FIM sporting activity
- Lead on change management projects, ensuring collaboration between colleagues and stakeholders
- Work with Sport, Medical, Technical Commission Coordinators and Directors, Working Group Chairs, FIM Staff and volunteers to develop comprehensive work plans, rules, working books, rational calendars and budgets for their respective areas of responsibility
- Contribute to the development of the FIM Risk Management Plan and ensure the sporting aspects remain current at all times

Communication/Education

- Ensure close working relations with the Communications Department to ensure accurate content and consistent well managed messages that positively position the FIM and contribute to enhancing its reputation and profile
- Ensure Continental Unions, affiliated National Motorcycling Federations and other Departments are kept well informed concerning plans, activities and development within sport and are regularly consulted with respect to same
- Prepare and present reports and recommendations to the CEO, Board of Director and General Assembly as required
- Ensure FIM obligations towards promoters are met
- Facilitate the coordination of calendars
- Ensure the education and training programmes for sport officials, marshalls, volunteers and staff equips them to effectively fulfil their roles



PERSONAL SKILLS

Qualifications

- A post-graduate qualification in a relevant area
- Safety related qualifications would be beneficial

Experience

- Proven track record of providing managerial leadership to a multi-disciplinary team
- Senior level experience of successfully completing complex projects including budget and risk management
- Experience of working with stakeholders to achieve mutually beneficial outcomes
- Significant experience of communicating detailed information to a range of audiences in both written and verbal format
- Track record of working in an international environment
- Ability to problem solve in complex stakeholder environments
- Proven track record in leading complex change management projects
- Motorcycling background/knowledge

Knowledge

- A passion for the sport of motorcycling and associated FIM disciplines
- An awareness of how International Federations of sport operate

Personal skills and attributes

- Values driven with the ability to inspire colleagues and be an ambassador for FIM
- High ethical standards with the ability to prioritise the requirements of colleagues
- Solution focussed with recourse to diplomacy and ability to act with integrity
- Fluency in French and English is essential
- Fluency in other global languages will be advantageous
- Ability to undertake international travel on a frequent basis



FÉDÉRATION INTERNATIONALE
DE MOTOCYCLISME

HOW TO APPLY

SRI is a leading executive search consultancy specialising in sports, media, entertainment and lifestyle. Transforming the industry is at the core of what we do, working on roles where we can bring fundamental and important change to the industry in order to make it stronger.

Since 2001, we have worked closely with a wide variety of clients throughout the industry including rights holders, professional clubs and teams, international federations, governing bodies, corporate sponsors, venues, major events, broadcasters, media owners, agencies and sporting goods and lifestyle brands. Our activities extend beyond traditional executive search and include advising clients on their internal and external hiring strategy, new market entry and multi-vacancy projects.

We have responded to globalisation within the industry by building a network of offices in Australia, Canada, China, Germany, Singapore, Switzerland and the UK. We support clients in implementing their international growth strategies through understanding local markets and by building trusted local teams, as well as advising on the complexities of relocating senior executives. We are proud to be the exclusive partner in this search with Fédération Internationale de Motocyclisme.

For a confidential discussion about this role, please contact either:

Alistair Milner - Partner
t: +44 (0)20 7092 6966
e: amilner@sriexecutive.com

Patrick Albrecht - Director Continental, Europe
t: +41 21 943 33 81
e: palbrecht@sriexecutive.com

To apply, candidates should send the following information to either Alistair or Patrick by 5pm (CET), Friday 6th January 2017:

- Letter of application highlighting relevant achievements and experience
- Up to date curriculum vitae
- Details of current commitments

