

## Job Description

### Chair and Member(s), ITF Ethics Commission

**Appointing Body:** Sport Resolutions on behalf of the International Tennis Federation (ITF)

**Location:** Remote (with occasional meetings as required)

**Term:** Two or four years (to support staggered rotation)

**Start Dates:**

Chair: From a date between 16 October and 1 December 2025

Member(s): From 1 January 2026 or as soon as possible thereafter

**Remuneration:** \$500 USD per day (for days worked outside of Commission meetings) plus reasonable expenses

## Overview

Sport Resolutions is recruiting for suitably qualified individuals to serve as the Chair and Member(s) of the International Tennis Federation (ITF) Ethics Commission. These appointments are key to ensuring that the highest ethical standards and principles of good governance are upheld within the sport of tennis.

The successful candidates will serve on the Commission in an independent capacity and play a central role in overseeing the ITF's ethical framework.

## Key Responsibilities

Members of the Ethics Commission, including the Chair, will carry out the following duties in line with the ITF Code of Ethics:

- **Maintain a register of disclosures** (in collaboration with the ITF) from Officials concerning actual, apparent, or potential conflicts of interest; assess and determine whether any requirements of the Code may be waived, and record such waivers appropriately.
- **Maintain a separate register** of disclosures relating to tokens, gifts, and/or hospitality received by Officials; review and issue decisions on whether such items are acceptable under the Code.
- **Receive reports** from Officials on:
  - Any approaches or invitations that may constitute a breach of the Code; and
  - Any incidents or facts that may suggest a potential violation.
- **Enforce the ITF Code of Ethics**, including:
  - Receiving and reviewing complaints of potential violations (via the Legal Secretary);
  - Appointing Commission Members or independent investigators to conduct inquiries;
  - Determining certain types of alleged violations directly;
  - Instituting proceedings before the Independent Tribunal and, where appropriate, implementing provisional suspensions;
  - Conducting or overseeing proceedings before the Independent Tribunal and/or the Court of Arbitration for Sport.

- **Provide guidance and advisory opinions** on issues relating to the interpretation and application of the Code.
- **Recommend updates or amendments** to the Code of Ethics to ensure its continued relevance and effectiveness.
- **Perform any other related functions** as referred by the ITF Council, President, or Board or take proactive steps deemed necessary to uphold ethical standards in the sport.
- **Act as the Election and Eligibility Panel** as outlined under paragraph 16 of the Code.

To view the full Terms of Reference of the Ethics Commission, including roles and responsibilities, click [here](#).

## **Person Specification**

### **Chair – Essential Criteria**

- A legal background is desirable but not essential
- Proven experience in chairing governance, ethics, or regulatory panels or commissions
- Ability to lead impartial and transparent decision-making processes
- Strong written and verbal communication skills

### **Chair and Members – Desired Experience and Knowledge**

The Commission, collectively, must possess expertise in the following areas:

- Good governance and ethical standards in sport
- Governance and election processes within sports governing bodies
- Knowledge of the sport of tennis and/or the ITF
- Familiarity with both civil law and common law legal traditions

### **Independence Requirement**

All appointed individuals must be completely independent of:

- The International Tennis Federation (ITF)
- ITF National Associations and Regional Associations

Any conflicts of interest or connections with these bodies will preclude appointment.

### **How to Apply**

If you meet the criteria and are interested in applying, please complete the [application form](#) and submit the following via the form:

- A current CV
- A brief cover letter (1–2 pages) outlining your suitability for the role, referencing the key attributes listed above

If you have any questions, please email us at [resolve@sportresolutions.com](mailto:resolve@sportresolutions.com) or call the Sport Resolutions office at +44 020 7036 1966

**Application Deadline:**

Friday 18<sup>th</sup> July 2025 – 23:45 GMT

Please note that an independent panel convened by Sport Resolutions will interview shortlisted applicants as part of the selection process. Interviews are scheduled to take place in late July or early August.

**Further Information**

To learn more about the ITF Ethics Commission composition and view the ITF Code of Ethics (available in English, French, and Spanish), click [here](#).