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iNADO CEO Selection Procedure

Earlier this year, Joseph de Pencier, iNADO's founding CEO, advised the Board of Directors of his intent to leave iNADO effective at the end of his current contract December 31, 2017. A plan was devised to recruit a successor CEO, to be implemented over several months.

The iNADO Board of Directors initially composed a Selection Committee of five members. Three of these members were on the Board of Directors, while two were not.

The search for a successor CEO was announced at the iNADO AGM in March 2017, posted on the iNADO website, communicated in several iNADO Updates and other iNADO publications, and was posted on several iNADO member websites and other places. The deadline for application to the process was set as May 29, 2017.

The Selection Committee received 10 applications before the established deadline. An 11th application was received after that deadline, and was not considered for that reason. All applicants are thanked for their interest in the role and submissions to the competition.

The identities of the applicants were shared among the iNADO Board of Directors and the CEO Selection Committee. After learning the identities of the applicants, three members of the Selection Committee noted that they had a possible conflict of interest, because of their knowledge of, and relationship with, at least one of the applicants, and they informed the Board about this.

The Board thereupon decided to replace these three members, in order to realize a completely objective and impartial procedure.

The ultimate Selection Committee consisted of Khalid Galant (SAIDS), Patrick Goh (AD Singapore), Judy Lind (ASADA), Petteri Lindblom (FINCIS), and Herman Ram (Dopingautoriteit).

This Selection Committee discussed the 10 applications by teleconference, and determined that five of the candidates would be invited for an interview. The other five candidates were informed by e-mail that their applications were no longer being considered.

All five remaining candidates were interviewed by the Selection Committee by teleconference, and after evaluating their application submissions and the candidate interviews, the Committee unanimously identified two candidates in priority. The other three candidates from those interviewed were informed by e-mail that their applications were no longer being considered.

After reaching agreement with the preferred candidate, the other remaining candidate was informed that an agreement was reached, and that the selection process had been finalised.

Herman Ram, Chair, CEO Selection Committee