

18th Council of Europe Conference of Ministers responsible for Sport 8-10 October 2024, Porto (Portugal)

Speakers' biographies

Tuesday 8 October 2024

10th Anniversary of the Macolin Convention

SETTING THE SCENE

Bjørn Berge

Deputy Secretary General, Council of Europe

Mr Bjørn Berge serves as the Council of Europe's Deputy Secretary General since 1 March 2021.

As the Deputy Secretary General he is involved in a number of key areas of the work of the Organisation, including advising and overseeing the implementation of the Secretary General's reform agenda, in line with the decisions and priorities of the Committee of Ministers.

His priorities include shaping the Programme and Budget, while ensuring that the Organisation's activities have maximum impact in advancing democracy, human rights and the rule of law. He also oversees the Council of Europe's staff policy, as well as other key areas of the work of the Organisation.

Before taking up his post, Mr Berge was for a period of four years Director General and Secretary to the Committee of Ministers of the Council of Europe.

Between 2009-2017, he served as Director of the Private Office of the Secretary General and the Deputy Secretary General, helping to prepare, co-ordinate and implement a number of comprehensive reforms of the Organisation.

Mr Berge has over thirty years of international professional experience.

As a former Norwegian diplomat, he served as International Adviser to the Prime Minister and as Deputy Director of the Foreign Minister's Cabinet responsible for all matters related to Parliament. He also served as speechwriter to three Norwegian Foreign Ministers.

Mr Berge has published several books on a range of issues relating to speech writing and speeches, as well as articles on the Council of Europe's mandate and work.

He was a Fulbright Scholar and holds a M.A. in International Relations from the Paul Nitze School of Advanced International Studies (SAIS), Johns Hopkins University, Washington D.C., USA.

Pedro Dias

Secretary of State for Sport, Portugal

Pedro Dias was born in Vila Nova de Gaia, on August 31, 1968.

He has been Sports Manager since 1995, having worked at the University of Beira Interior (from 1995 to 1998), the University of Minho/SASUM (from 1998 to 2011) and at the Portuguese Football Federation (from 2011 to 2024).

He was a federated athlete in Basketball, Handball, Football and Futsal.

At the University of Beira Interior, he took the course of Textile Engineering (1988) and Management (1995), attended the course of Public Administration at the University of Minho (1998).

At the Universidad Autónoma de Barcelona - Escola de Doutorats de Formació Continuada, he participated in the academic year 2000/2001 in two specialization courses: "Strategic planning in municipal sports entities" and "Management skills for managers of sports facilities".

He was a member of the Installing Committee of the Academic Federation of University Sports-FADU (1989, 1990). He was Vice-President (1991–1993) and President (1993–1995) of the board of FADU.

At the International University Sports Federation (FISU) he was a member of the International Control Commission (1997–2003) and a member of the FISU Executive Committee between 2003 and 2011.

He was a member of the board, with executive functions, at the Portuguese Football Federation (FPF) between 2011 and 2024, having been part of the FPF Emergency Committee during that period.

He was a member of the FIFA Beach Soccer Committee (2014 and 2015), and since 2014 he has been a member of the UEFA Futsal and Beach Soccer Committee where he was Vice-Chair, Vice-President and Member.

Furthermore, he was a member of the General Council of the University of Beira Interior between (2017 and 2020).

He was a Member of the Physical Education and Sports Commission at the School of the Olympic Committee of Portugal between 2017 and 2022.

He was named "Personality of the Year in University Sport" at the Gala of the Portuguese Sports Confederation in 1997, 2007 and 2013.

Furthermore, he was awarded the degree of Commander of the Order of Merit by the President of the Portuguese Republic on December 15, 2015.

In 2021 he was named "Sports Manager of the Year" by the Portuguese Association of Sports Management (APOGESD).

André Villas Boas

President of FC Porto

Luís André de Pina Cabral e Villas-Boas was born in Porto, on October 17, 1977. His family roots are closely linked to the founding of FC Porto, in 1893, both through António Nicolau de Almeida and José Monteiro da Costa. The connection goes back to José Gerardo Villas-Boas, great-grandfather of

the blue and white leader, whose heir, Gonçalo Manuel, married Margaret Neville Kendall, daughter of Edward Kendall and niece of Albert and Alfred Kendall, merchants living in the city, who helped António Nicolau d'Almeida to found FC Porto and who participated in the club's first ever game, against Clube Lisbonense. Later, in 1906, José Monteiro da Costa resumed the sports activity of the institution and José Gerardo Villas-Boas was one of the first partners to join. His family roots are closely linked to the foundation of FC Porto in 1893, both through António Nicolau de Almeida and José Monteiro da Costa, as his great-grandfather, Edward Kendall, and great-uncles, Albert and Alfred Kendall, were part of the first teams of the club. The pride in being a blue and white fan and the passion for football infected André Villas-Boas from an early age and his presence at Estádio das Antas was common. The young man, passionate about the sport, had brief appearances, as a player, in local clubs, such as Ramaldense and Marechal Gomes da Costa. The technical aspects of the game and training quickly entered the life of the teenager who, in a planned and thoughtful act, questioned the then coach of FC Porto, Bobby Robson. The topic of the conversation was none other than Domingos Paciência, then an idol of Villas-Boas. Surprised by what he had heard, Sir Bobby Robson introduced the 17-year-old to the world of football, encouraging him to attend coaching courses in Portugal and the United Kingdom, where he accompanied Ipswich. At the age of 21, he applied for a position with the Federation of the British Virgin Islands, an ad he had seen in the quarterly magazine of the FA Coaches' Association, becoming the technical coordinator for the development of youth football in the small Caribbean country. Later, he would rise to technical director of the local federation. He returned shortly after to FC Porto, where he guided all levels of the blue and white youth squads, from the starters to the juniors, performing various technical functions at the club, from scouting to observation. José Mourinho's arrival at FC Porto brought him new responsibilities and, during the two seasons in which the club won several national and international titles, such as the 2002/03 UEFA Cup and the 2003/04 Champions League, Villas-Boas joined the coaching team of the main squad. In 2009, he made his debut as head coach at Académica de Coimbra and soon showed his potential. This path led him to receive an invitation to coach FC Porto a year later. The officialization came on June 2, 2010 and a season was enough for Villas-Boas to win the SuperCup Cândido de Oliveira, a National Championship –confirmed, without defeats, with an epic victory at the stadium of the greatest rival –, a Portuguese Cup and the Europa League. He also became the youngest coach ever to win a European event. In recognition of his success, but, above all, praising his love for the club in his heart, FC Porto decided to award him, in 2011, a Golden Dragon. After receiving the trophy from the hands of Jorge Nuno Pinto da Costa, he gave a speech that remains in the memory of all fans. He continued his career in several renowned emblems of European and Asian football, such as Chelsea, Tottenham, Zenit, Shanghai SIPG and Marseille. He began preparing his candidacy to the presidency of FC Porto in 2022. Having received the support and encouragement of many members and fans, André Villas-Boas set as goals for the club modernity, original values, rigor, planning, work, dedication and work, to keep the club triumphant. On April 27, 2024, the list he led received 80% of the votes in the most attended elections in the blue and white history, in which almost 27,000 club members participated. André Villas-Boas took office as 32nd president of FC Porto on May 7, 2024.

Pâquerette Girard Zapelli

Chief Ethics and Compliance Officer, IOC

Pâquerette Girard Zapelli has been the IOC Ethics and Compliance Officer since September 2002. She is in charge of updating the IOC Code of Ethics, as well as implementing provisions, including the rules regarding manipulation of competition at the Olympic Games. Pâquerette also investigates and

submits the cases related to possible breach of ethical principles to the IOC Ethics Commission with a view to recommend sanctions to the IOC Executive Board. She supports the Olympic Movement regarding the fight against attempts to harm the integrity of sport and the prevention of risks of corruption through the International Partnership Against Corruption in Sport (IPACS). Finally, she also leads the IOC Compliance, Risk and Internal Control Unit.

Before joining the IOC, Pâquerette was a judge in France from 1983 to 2002. She was also President of the International Association of Judges (IAJ) from 1998 to 2000 and President of the European Association of Judges (EAJ) from 1994 to 1996. She has written a number of publications in the field of French law and the international judiciary.

George Mavrotas

Chair of the Follow-up Committee of the Macolin Convention and Secretary General of Sport, Greece

George Mavrotas was an international water polo player (1984-2000) with 511 caps, participation in 5 Olympic Games (captain 1995-2000). Concurrently with his athletic career, he received his degree in the School of Chemical Engineering in the National Technical University of Athens (NTUA). He received his PhD diploma in 2000 with expertise in Operational Research and today he is an Associate Professor in NTUA. He is in the Stanford list of top 2% scientists for 2024 based on the impact of their scientific publications. In 2015-2019 he was member of the Hellenic Parliament and from 2016 to 2019 member of the Parliamentary Assembly of Council of Europe. In July 2019, he was designated as Secretary General of Sport and renewed his term in July 2023, being also Chairman of the Greek National Platform (EPATHLA) In June 2021 he was elected the Chairman of the Follow Up Committee of the Macolin Convention and he was re-elected in the same position for a second term in May 2023.

MAJOR ACHIEVEMENTS OVER THE PAST DECADE

Cláudia Cruz Santos

Academic professor, University of Coimbra, Portugal

Professor at the Faculty of Law of Coimbra. Author of several published works, supervisor of dozens of master's dissertations, supervisor and examiner of doctoral theses at various universities. Member of the Portuguese Parliament and Vice-Chair of the Committee on Constitutional Affairs, Rights, Freedoms and Guarantees. Member of the Permanent Delegation of the Europol Joint Parliamentary Control Group. Member of the Jury for the Assembly of the Republic Human Rights Prize. President of the Disciplinary Board of the Portuguese Football Federation since July 2020.

Jean-Luc Moner-Banet

General director, Lotterie Romande

Jean-Luc Moner-Banet is CEO of Loterie Romande in Switzerland. After joining Loterie Romande in 1998, he was appointed Deputy Director General in 2001, rising to his present position in 2007. Prior to serving at Loterie Romande, he spent a decade working in various roles for gaming industry suppliers, including a stint at GTECH Corporation (now IGT).

Beyond his responsibilities at Loterie Romande, he has served as President of the World Lottery Association (WLA) from 2012 to 2018. Since 2008 he has been a member of the WLA ExCom; from 2009–2012 and again since 2021 he is a member of the Executive Committee of the European Lotteries Association (EL). He is also Chair of the WLA Betting Integrity on Sports & Horse Racing Committee and Chair of the EL Sport Working Group.

Mr. Moner-Banet holds a Master's degree in Public Administration from the University of Lausanne, Switzerland.

Madalina Diaconu
Professor, University of Neuchâtel, Switzerland

A Swiss-Romanian lawyer and academic, Dr. Diaconu specializes in Sports Law and Gambling Law. She has over 24 years' experience in the practice of law, having worked notably for the International Olympic Committee, the European Court of Justice, the Swiss lottery and the UEFA CEDB. As a lawyer, Madalina has extensive practice in integrity, contractual and disciplinary disputes in international sports. In parallel to her activity at the bar, she is a professor at the University of Neuchâtel, where she has been teaching, since 2009, courses in Economic Law and Sport and the Integrity of Sports Organizations. Madalina has published extensively on international sports law and integrity, notably as first co-author of the *Commentary of the Macolin Convention against Competition Manipulation* (Helbing & Lichtenhahn, 2024) and as author of the first compilation of the Swiss Supreme Court's jurisprudence on sports (*Sports Case Law of the Swiss Federal Supreme Court (1980-2022)*, Egis Law 2023)".

Guy Reinenbergh
National coordinator sports fraud, Federal Police, Belgium

Guy Reinenbergh joined the Belgian Gendarmerie Academy in 1984, where he graduated in 1987.

The last 23 years he worked as leading officer at the Federal Judicial Police in Brussels.

His passion for sports fraud investigations started in 2006, when he was confronted with the first Belgian extensive match fixing network concerning Chinese businessman Zheyun Ye. Under his progressive lead, the network was dismantled and successfully brought to court.

In 2020, Guy Reinenbergh was appointed as National Coordinator for the Belgian National Platform and nominated as Belgian SPOC for Europol, Interpol and the Group of Copenhagen.

Frequently invited as practicing expert and keynote speaker for international organisations as UNODC, Interpol, Europol, GoC and universities around the world.

His motto: 'To solve apparently unresolvable investigations'

Vincent Ven

Head of Anti-Match-Fixing, UEFA

Vincent Ven is a Swiss/Hong Kongese sports lawyer who has undertaken several roles within football governing bodies since 2012. From 2017 to 2020 he held the position of Head of Integrity at FIFA and in August 2020, Vincent joined UEFA as Head of Anti-Match-Fixing.

His and his unit's core responsibilities and activities are to promote and preserve the integrity of European football matches and competitions. More specifically, Vincent's role is to develop UEFA's anti-match-fixing strategy through preventive measures, integrity related investigations and the establishment of integrity programs in coordination with various stakeholders such as the 55 UEFA National Associations, international organisations and law enforcement agencies.

Besides, Vincent has been elected as a member of Tennis Europe Ethics Commission in 2023.

OBSTACLES FACED AND CHALLENGES OVERCOME

Corentin Segalen

Chair of the Group of Copenhagen and Coordinator of the National Platform, France

Corentin Segalen joined the French Gambling Authority (ANJ) in 2015 and has been coordinator of the French national platform against match fixing since it was set up in 2016. The same year, he participated to the creation of the international network of national platforms, the Group of Copenhagen, and was elected Chairman of this network in 2021 and re-elected in 2023. From 2012 to 2014, as the adviser to the Minister of Sport, he was involved in negotiating the Macolin Convention. Before that he worked in the European and French Parliaments between 2006 and 2012. He graduated from the Sorbonne with a Master 2 in History and also holds an MSc in Criminal Justice Policy from the London School of Economics.

Luca Esposito

General director, World Lottery Association and General Secretary, ULIS

Luca Esposito holds a master's degree in computer science and telecommunications from the University of Calabria and has worked as a technological consultant for companies, including Accenture, McKinsey and Cambridge Technology Partners. Joining the lottery sector in 2009, as IGT Technology Director for central Europe, he handled gaming-industry clients in Switzerland, Germany, Belgium, and Luxembourg. Later recognized for his vast knowledge of operators in the lottery and sports betting sector and their unique needs, Luca began the role of Executive Director of the World Lottery Association (WLA), where he continues to serve. His deep understanding of sports betting and achieving sports integrity led to his other role, serving as General Secretary of the United Lotteries for the Integrity in Sports (ULIS), formerly GLMS, from January 2022. Additionally, in May 2023 he was appointed as Council Member of the Asian Racing Federation Council on Anti-Illegal Betting and Related Financial Crime.

Philippe Auclair

Investigative journalist

Auclair is the England football correspondent for Eurosport, Swiss national radio RTS, and a regular contributor to The Guardian, for which he specialises in governance issues and the geopolitical dimension of football. His investigations are published by Josimar magazine and on the websites of the BBC. He won the 2012 Football Book of the Year prize both in the UK and in France for his biography of Eric Cantona, *The Rebel Who Would Be King*, as well as France's 'Scoop Of The Year' Press Award for his investigation into the 'Qatargate' dossier, to which he also devoted two books, published in France and Belgium in 2015 and 2022. He has spent most of the past three years investigating multi-club ownership in football and the sports betting industry as part of a multinational team which won the Investigative Journalism For Europe's Impact Award in 2023.

Valentin Ramognino

Lawyer

Worked in law firms in Shanghai, Paris & Brussels - oversaw EU AML policy developments for the Delegation of French Bars to the EU - legal advisor European Lotteries.

Francisco Portugal

Criminal Intelligence Officer, INTERPOL

Criminal Intelligence Officer seconded to Interpol's Financial Crime and Anti-Corruption Centre, working within the Anti-Corruption Unit, on cases of corruption in sports and trafficking of performing enhancing drugs, as well as with Interpol's Match-Fixing Task Force.

Is seconded from the Portuguese Police, Policia Judiciaria. For more than 10 years, worked as a Criminal Investigator investigating cases of corruption, corruption in sports and trafficking of performing enhancing drugs.

FUTURE PERSPECTIVES AND EMERGING OPPORTUNITIES

Graciela Garay

Director of ethics and compliance, CONMEBOL

Graciela Garay has held the position of Director of Ethics and Compliance of the South American Football Confederation (CONMEBOL) since 2016. Since then, she has led a training and awareness process for all regional soccer stakeholders on integrity, transparency, anti-corruption, compliance and due diligence.

With more than 15 years of experience as a Compliance Officer and more than 30 years working in the commercial air transportation industry, Graciela Garay has also held leadership positions in civil society, where she has been an active part of business and corporate formalization efforts, focusing on anti-corruption policies.

Between 2006 and 2008 she was president of the Paraguayan-American Chamber of Commerce and of the Ethical Business Pact. She was also founder of the Global Compact Paraguay chapter, Professor of "Values of the profession" at the School of Administration of the National University of Asuncion.

She is currently a member of the Observatory of the World Compliance Association, Senior Ambassador of the Target Gender Equality program and Advisory Member of the Integrity and Compliance Wing of G100: Mission Miilion.

In addition to her vast professional career, her preparation, first as a graduate in Business Administration at the Catholic University of Asuncion, currently has a Master's Degree in "Compliance, Fraud and Money Laundering specializing in Risk Management" from EALDE Business School; certified as an Internal Auditor and Expert Implementer of Anti-Bribery Management Systems and international certifications as Compliance Officer, make her a qualified person to lead efforts in transparency and ethics..

Its work in CONMEBOL has already resulted in important milestones in terms of governance, compliance and integrity. In 2019, the institution won first place in the "Organizations" category in the first competition of good practices in Transparency and Integrity in the private sector held by the National Anti-Corruption Secretariat (SENAC) and the United Nations Office on Drugs and Crime.

In the same year, CONMEBOL became a member of the United Nations Global Compact, integrating a global network of more than 12,500 companies and organizations that join efforts and strategies in the areas of human rights, labor rights, environment and anti-corruption. In 2021, the institution's transparency process was further strengthened with the achievement of the ISO 37001 Anti-Corruption and Anti-Bribery Certification.

Christian Kalb **Independent expert**

Christian Kalb is the managing director of CK Consulting. He is an expert of sports organizations and the gaming industry.

Friedrich Martens **Head of OM Unit PMC, IOC**

Mr Martens heads the 'Olympic Movement Unit on the Prevention of the Manipulation of Competitions'. Through this Unit, the International Olympic Committee is strengthening its initiatives under the '3 Pillar Strategy' – Regulations, Education, Intelligence. The Unit engages all Olympic Movement stakeholders in the fight against match-fixing, including International Federations, National Olympic Committees, athletes and their entourage.

With a degree in Law, in his previous career, Mr Martens already worked for sports organizations and he also has an extensive experience in the sports betting industry.

George Mavrotas **Chair of the Follow-up Committee of the Macolin Convention and Secretary General of Sport, Greece**

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Wednesday 9 October 2024

18th Council of Europe Conference of Ministers responsible for Sport

OPENING OF THE CONFERENCE

Pedro Duarte

Minister for Parliamentary Affairs responsible for Sport, Portugal

Pedro Duarte was born in Porto on July 12, 1973.

He holds a PhD in Development Studies from the Higher Institute of Economics and Management of the University of Lisbon (ISEG), with a Master's Degree in International Economics and European Studies, a Degree in Law, and an MBA.

He has worked in the Corporate, External & Legal Affairs departments and the European Government Affairs Team at Microsoft since 2011.

In March 2023, he became Executive Vice-President of the Business Confederation of Portugal (CIP), an organization in which he has also held, since 2018, the functions of President of the Strategic Council for the Digital Economy.

He was an elected member of the Portuguese Parliament (1999–2011), member of the NATO Parliamentary Assembly, and Secretary of State for Youth in the XVI Constitutional Government. He was the National Director of the First Presidential Campaign of Prof. Marcelo Rebelo de Sousa (2016).

Bjørn Berge

Deputy Secretary General, Council of Europe

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Linda Hofstad Helleland

Chairperson of the Committee on Culture, Science, Education and Media of the Parliamentary Assembly, Council of Europe

Ms Linda Hofstad Helleland has been a member of the Norwegian Parliament (Stortinget) since 2001, representing Høyre (the Conservative Party). She has been a member of the Norwegian delegation to the Parliamentary Assembly of the Council of Europe since 2021, with a seat on the Committee on Culture, Science, Education and Media, which she has chaired since January 2024.

Ms Helleland has held ministerial posts in the government of Mrs Erna Solberg from 2015 to 2021. From 2015 to 2018 she was Minister of Culture, including responsibility for sport, from 2018 to 2019 she was Minister of Children and Equality, and from 2020 to 2021 she was Minister for Districts and Digitalisation.

From 2017 to 2019, Ms Helleland served as Vice President of the World Anti-Doping Agency (WADA).

Ms Helleland is married with two sons.

SPOTLIGHT ON THE EUROPEAN SPORTS CHARTER

Thomas Bach

President of the International Olympic Committee, Olympic Champion in Fencing

Thomas Bach was born on 29 December 1953 in Würzburg, Germany. Married and a lawyer by profession, he has had a successful career in sports both on and off the field of play. He became an Olympic champion when he won a gold medal in fencing (team foil) at the Games of the XXI Olympiad in Montreal in 1976 and in 2006, he was named as the founding President of the German Olympic Sports Confederation (DOSB).

Thomas Bach was an athletes' representative at the XI Olympic Congress in Baden-Baden (1981) and a founding member of the IOC's Athletes' Commission. He became an IOC member in 1991, was elected as a member of the IOC Executive Board in 1996 and served as an IOC Vice-President for more than 10 years. He has also chaired several IOC Commissions.

On 10 September 2013, Thomas Bach was elected as the ninth President of the IOC. He was re-elected for a second four-year term on 10 March 2021.

Pedro Duarte

Minister for Parliamentary Affairs responsible for Sport, Portugal

Pedro Duarte was born in Porto on July 12, 1973.

He holds a PhD in Development Studies from the Higher Institute of Economics and Management of the University of Lisbon (ISEG), with a Master's Degree in International Economics and European Studies, a Degree in Law, and an MBA.

He has worked in the Corporate, External & Legal Affairs departments and the European Government Affairs Team at Microsoft since 2011.

In March 2023, he became Executive Vice-President of the Business Confederation of Portugal (CIP), an organization in which he has also held, since 2018, the functions of President of the Strategic Council for the Digital Economy.

He was an elected member of the Portuguese Parliament (1999–2011), member of the NATO Parliamentary Assembly, and Secretary of State for Youth in the XVI Constitutional Government. He was the National Director of the First Presidential Campaign of Prof. Marcelo Rebelo de Sousa (2016).

Raymon Blondel

President, European Paralympic Committee

As an independent senior strategic city planner, I am trained to draw clear lines and to set the pace to deliver a plan. This is what I do on a daily basis: my job is to make future dreams come true by translating them into smaller, manageable steps. My own sport roots lie in snow skiing. After my sports career, I spent more than fifteen years in various sports related administrative roles, as the president of the Dutch Ski Federation, as a member of the Board of the National Olympic Committee, and as the president of the NPC of the Netherlands. My close involvement in the preparation of the Paralympic Winter Games Vancouver 2010 is where the Paralympic Movement stole my heart. Since that time, my passion has been to further the integration of parasports in non-disabled elite and sports-for-all sport programs. I'm also very proud of being part of the team that helped to make para snowboarding a new Paralympic sport in Sochi 2014.

Benny Bonsu

Director of Daily Content at Olympic Channel Services (OCS)

Benny Bonsu stands as a trailblazer in the sports industry, currently the Director of Daily Content at Olympic Channel Services, under the International Olympic Committee (Olympics.com). Previously, she spearheaded the Women's Sports Editorial team at GiveMeSport, launching groundbreaking initiatives that bolstered women's sports visibility in the UK and worldwide. Notably, she broke barriers as the UK's first female sports editor and the first woman of colour in this role.

Benny's illustrious career as a broadcaster and journalist includes collaborations with esteemed broadcasters like BBC, Sky Sports, NBA, Modern Times Group, LOCOG 2012, and Alibaba. Her strategic involvement in high-profile events such as the Premier League, NBA, NFL, and the London 2012 Olympics has garnered widespread recognition.

Her leadership prowess has earned her nominations for prestigious awards, including “Sports Leader Under 40 of the Year” and “Sportswoman of the Year.” She actively serves on the boards of Basketball England, the Sports Journalists Association, and African Health Now, where she champions diversity and mentors emerging talent.

As a respected media figure and global ambassador, Benny advocates for initiatives like the Global First Ladies Alliance, The END Fund, and UNESCO's Fit for Life Ambassador. Through her nonprofit, the Saint Benedict's Foundation, she empowers young girls across Africa, the Americas, the Middle East, and Asia via sports, fostering equitable opportunities.

Benny's unwavering dedication to driving positive change in the sports industry underscores her commitment to empowering communities and promoting diversity. Her efforts continue to inspire and uplift athletes of colour, paving the way for a more inclusive and equitable sports landscape.

Morten Schmidt

Global Director of Programmes and Grants, Laureus Sport for Good

[Morten Schmidt](#) is Global Director of Programmes and Grants at the Laureus Sport for Good Foundation, responsible for leading and overseeing more than 250 programmes in 40+ countries and territories across the world. Morten has more than 25 years' experience in International Development across Latin America, Africa and Asia and practices Triathlon, Golf and Tennis.

Laureus aims at using the power of sport to end violence, discrimination and inequality for children and young people and their communities across the world, proving that sport can change the world.

Laureus supports and delivers Sport for Development programmes, which enhance the social and emotional development and inclusion of children and young people from disadvantaged, disenfranchised and vulnerable communities, reduce the impact of violence, conflict and discrimination in their lives, inspire healthy behaviour change and increase educational achievements and employability skills. Laureus invests in impact measurement, research, and knowledge-sharing to help strengthen and grow the wider sport for development sector. Laureus highlights serious social issues faced by children and young people and unlocks greater resources for the sector through effective advocacy and communications.

Gévrise Emame

Lifestyle Athletes Manager, National Institute for Sport, Expertise and Performance (INSEP), France

Gévrise Emame is a renowned French judoka and a key figure at the Institut National du Sport, de l'Expertise et de la Performance (INSEP) in France. She has had an illustrious career in judo, winning an Olympic bronze medal in 2012. Gévrise has won three world championship titles in judo (2007, 2011, 2015) and numerous European titles. As the Lifestyle Athletes Manager at INSEP, Gévrise Emame is responsible for supporting athletes in balancing their sports careers with personal and professional development. Her role includes: providing guidance and support to athletes in their socio-professional development, helping them plan their careers both during and after their sports tenure; overseeing initiatives that promote the well-being and holistic development of athletes, ensuring they have the resources and support needed to succeed in all aspects of life. INSEP is a premier French institution dedicated to the training and development of elite athletes. It is located in the Bois de Vincennes on the outskirts of Paris. INSEP provides top-tier training facilities and

educational programs for athletes, helping them excel in their sports while also preparing for life after their athletic careers. The institute is involved in cutting-edge sports science research, focusing on performance enhancement, injury prevention, and recovery. Athletes at INSEP receive holistic support, including medical care, psychological counselling, and career planning services.

SESSION 1 – COLLABORATIVE GOVERNING: TIME TO ADAPT THE RULES OF THE GAME?

Gil Avérous

Minister for Sports, Youth and Non-for-profit organisations, France

Named Minister for Sport, Youth and the Voluntary Sector on 21 September 2024 by Prime Minister Michel Barnier, Gil Avérous (51) took his first steps in politics in 1995 when he became a local councillor and then deputy mayor of Les Bordes (36). Elected mayor of Fontguenand (36) in 2008, he became mayor of Châteauroux (36) in 2014 and chairman of the *Châteauroux Métropole* urban community. He will be re-elected in 2020 and will contribute in particular to hosting the Olympic and Paralympic shooting events at the National Shooting Sports Centre (CNTS) in Châteauroux. The native of Issoudun holds a master's degree in Local Authority Management from the University of Orléans, and is also Vice-Chairman of the Indre department, Chairman of the Villes de France association and a member of the board of the Association des Maires de France. A man of conviction and consensus, committed to his region, Gil Avérous was awarded the Chevalier de la Légion d'Honneur in 2021.

Maja Włoszczowska

WADA Athlete Council

Former mountainbiker, 4-time Olympian, 2-time silver Olympic medalist (Beijing 2008, Rio de Janeiro 2016), World Champion (2010).

Member of the IOC, the IOC Athletes Commission, and WADA Athletes Council.

Cécile Chaussard

Specialist in sports law and senior lecturer in law, University of Bourgogne, France

Cécile Chaussard is a Senior lecturer at the University of Burgundy, qualified to direct research and co-director of the Master 2 *Professions juridiques du sport* at the same university. She has been a member of the Dijon Sports Law Laboratory (CREDIMI) since she wrote her doctoral thesis on sports law (*Les voies de règlement des litiges sportifs - Essai sur la coexistence des différentes formes de justice*, Diffusion ANRT, 2006), a subject which remains at the heart of her research. In parallel, she has developed other areas of research, including anti-doping and special international sports law. Since May 2020, she has been a research associate at the University of Sherbrooke's Chair on anti-doping in sport. Cécile Chaussard is also a conciliator at the Conference of Conciliators of the French National Olympic and Sports Committee and was a member of the College of the National Gambling Authority (France) from May 2016 to May 2024.

Lunch for the Ministers and Heads of Delegation hosted by the Council of Europe

Bjørn Berge

Deputy Secretary General, Council of Europe

Mr Bjørn Berge serves as the Council of Europe's Deputy Secretary General since 1 March 2021.

As the Deputy Secretary General he is involved in a number of key areas of the work of the Organisation, including advising and overseeing the implementation of the Secretary General's reform agenda, in line with the decisions and priorities of the Committee of Ministers.

His priorities include shaping the Programme and Budget, while ensuring that the Organisation's activities have maximum impact in advancing democracy, human rights and the rule of law. He also oversees the Council of Europe's staff policy, as well as other key areas of the work of the Organisation.

Before taking up his post, Mr Berge was for a period of four years Director General and Secretary to the Committee of Ministers of the Council of Europe.

Between 2009-2017, he served as Director of the Private Office of the Secretary General and the Deputy Secretary General, helping to prepare, co-ordinate and implement a number of comprehensive reforms of the Organisation.

Mr Berge has over thirty years of international professional experience.

As a former Norwegian diplomat, he served as International Adviser to the Prime Minister and as Deputy Director of the Foreign Minister's Cabinet responsible for all matters related to Parliament. He also served as speechwriter to three Norwegian Foreign Ministers.

Mr Berge has published several books on a range of issues relating to speech writing and speeches, as well as articles on the Council of Europe's mandate and work.

He was a Fulbright Scholar and holds a M.A. in International Relations from the Paul Nitze School of Advanced International Studies (SAIS), Johns Hopkins University, Washington D.C., USA.

Witold Bańka

President of the World Anti-Doping Agency (WADA)

Effective January 2020, Witold Bańka commenced in his role as President of WADA. Prior to this, since May 2017, Mr. Bańka served as the European representative on WADA's Executive Committee in his capacity as Minister of Sport and Tourism, Poland.

In November 2015, Mr. Bańka was appointed Minister of Sport and Tourism, Poland, to the cabinet of Prime Minister Beata Szydło; and, in December 2017, he was reappointed to the cabinet of Prime Minister Mateusz Morawiecki. In this role, Mr. Bańka initiated the amendment of the Act on Sport that's main objective was to increase transparency of the work of Polish sports associations; and, to eradicate corruption and nepotism from sport. He is the author of the bill on the Fight Against Doping in Sport, which comprehensively regulates all matters relating to combating doping in Poland.

Prior to entering politics, Mr. Bańka worked in the public relations sector, delivering training courses in media relations and reputation management. In this capacity, he also created advertising campaigns and built PR strategies with leading Polish companies.

As a 400-meter runner, Mr. Bańka represented Poland internationally from 2005 – 2012, with career highlights that included: silver medals in 2005 and 2006 at the Polish Athletics Junior Championships; a relay gold in 2005 at the European Athletics Junior Championships in Erfurt, Germany; a gold and a silver medal in 2007 and 2009 respectively at the Summer Universiade in Bangkok, Thailand and those in Belgrade, Serbia; and, a bronze medal in 2007 at the World Athletics Championships in Osaka, Japan.

Mr. Bańka was born in October 1984 in Tychy, Poland; and, graduated with a degree in political science from the Faculty of Social Sciences of the University of Silesia in Katowice, Poland. While he retired from elite sport in 2012, he is still very active in sport, including running marathons.

SESSION 2 – GOOD GOVERNANCE: MOVING THE GOAL POST FORWARDS?

Dominique Hasler

Minister of Foreign Affairs, Education and Sport, Liechtenstein

Dominique Hasler has been a member of the Government of the Principality of Liechtenstein since 30 March 2017. Member of the Liechtenstein Government from 2017 to 2021 with responsibility for the Ministry of Home Affairs, Education and the Environment. Since 2021, she has headed the Ministry of Foreign Affairs, Education and Sport. Dominique Hasler chaired the Committee of Ministers of the Council of Europe from November 2023 to May 2024 during Liechtenstein's presidency.

James Carr

Deputy Executive Director, ASOIF

James Carr is a qualified solicitor from London, UK and an experienced sports administrator having worked as Deputy Executive Director at the Association of Summer Olympic International Federations (2016 - present), Head of International Relations at the Union Cycliste Internationale (2013-2016) and Legal Counsel at British Cycling (2010-2013). James has led ASOIF's pioneering [governance work](#) since 2016 and has overall responsibility for management of ASOIF's statutory meetings and [eight consultative groups](#).

Marko Begović

Associate Professor, Molde University College, Norway

Dr Marko Begović is an Associate Professor at Molde University College in Norway and a Senior Lecturer at the Faculty of Sport in Belgrade. Currently, he serves as legal expert for various sport-related disputes including EHF Court of Arbitration, Visiting Professor at Center for Interdisciplinary and Multidisciplinary Studies – University of Montenegro and UNESCO Chair's Advisory Committee coordinating the strategic pillar "Policy & Impact". Between 2021 and 2022 he served as Director in charge of sport and youth affairs within the Government of Montenegro. In parallel, Begović acted as Program Director for the Master of Sport Management program at the American University in the Emirates and Visiting Professor at the University of Montenegro. Previously, he was a member of the EPAS Governing Board and of the Task Force on good governance as well as the Gender Equality Rapporteur within the EPAS Governing Board.

UKRAINIAN SPORT DURING THE WAR

Matvii Bidnyi

Minister of Youth and Sports of Ukraine

The speaker's biography will be available soon.

Yaroslava Mahuchikh

World and Olympic Champion in athletics

The speaker's biography will be available soon.

YOUTH INITIATIVE – ROUNDTABLE: “CHAMPIONS FOR YOUTH IN SPORTS”

Maurizio Cuttin

Member of the Bureau of the Advisory Council on Youth of the Council of Europe

Maurizio is a member of the Bureau of the Advisory Council on Youth of the Council of Europe. In his bureau capacity, he leads the portfolio stream on access to rights, a realm that heavily covers the emerging field of 'youth rights'. He also leads individual thematic portfolios on revitalising democracy and the rights of young refugees.

Prior to his elevation to the Advisory Council on Youth, Maurizio served as the British Youth Council's chief international representative—a role he continues to hold. In this capacity, he has continually championed efforts to promote young people's access to structured means of political participation.

Charlotte Girard Fabre

Chair of the EPAS Consultative Committee

Charlotte Girard Fabre is Secretary General of IFSO, a handball and curling referee at national level and a former Olympic ice hockey referee.

I am 41 years old, I have been a high-level sportswoman since the age of 13, and I wish to represent this new generation of committed women. The quest for excellence and the requirement of performance led me to referee at the Olympic Games in Sochi (Russia) 2014 and Pyeongchang (South Korea) 2018, and I sharpen my skills and expertise every day to honor my 10 Olympic rings.

A fighter at heart and an explorer of new horizons, I push my limits in sport as well as in my professional life today and tomorrow. Decision-making, time management and conflict management are among my areas of expertise. Resolutely focused on excellence and performance, I accompany your teams collectively to develop a disruptive and pragmatic approach.

An ardent defender of gender diversity and the place of women in our society, I am also passionate about civic engagement: elected Secretary General of the International Federation for Sports Officials, Secretary General of the French Association of Multisport Referees and Ambassador of several think-tanks, I have also chosen to act at the highest institutional level (Ministries, UNSS, FFHB, ...).

CLOSING SESSION

Gianluca Esposito

Director General for Human Rights and the Rule of Law, Council of Europe

Gianluca Esposito has been Director General of Human Rights and Rule of Law of the Council of Europe since 1 August 2024.

He was previously the Director of the Private Office of the Secretary General and the Deputy Secretary General of the Council of Europe. Prior to this, he served as Executive Secretary of the Group of States against Corruption (GRECO), Head of the Crime Problems Department, and Head of the Equality and Human Dignity Department.

Gianluca started his career at the Council of Europe in 1995 where he was involved in the negotiation of several conventions and other legal instruments, in the areas of nationality, anti-corruption, cybercrime, the efficiency of justice, combating trafficking in human beings, money laundering, terrorism and its financing. From 2005 to 2009, he was an adviser in the Private Office of the Council of Europe's Secretary General and Deputy Secretary General. Gianluca served as the Council of Europe's first Ethics Officer.

From 2009 to 2015, Gianluca was as a Senior Counsel in the Legal Department of the International Monetary Fund (IMF) in Washington, DC.

Aistė Zedelytė-Kaminskė

Deputy Minister of Education, Science and Sport, Lithuania, representing the Chair of the Committee of Ministers of the Council of Europe

Ms Aistė Zedelytė-Kaminskė is a Lithuanian politician, currently serving as a Vice Minister for Education, Science and Sport (responsible for sport). She assumed this role in August 2023 as part of the efforts of the Ministry of Education, Science and Sport to reshape its sports policy. Prior to this, Ms Aistė Zedelytė-Kaminskė was involved in the Lithuanian government's work on sport and education, having managed the education and sports portfolios at the Chancellery of the Government since 2018. Ms Aistė Zedelytė-Kaminskė graduated with a Master's degree in Law from Mykolas Romeris University in 2008.

She has been actively involved in proposing amendments to the Sports Law and shaping other relevant legal acts, particularly focusing on sport governance, funding, athlete welfare, and the protection of their rights. For Ms Aistė Zedelytė-Kaminskė, it is important to work together with the sports community to jointly set priority tasks for the coming years, adhering to the fundamental principles of transparency, clarity, consistency, and a systematic approach.

Alexandre Husting

Chair of the EPAS Governing Board

Chair of the Enlarged Partial Agreement on Sport (EPAS), Attaché for Education, Youth, Culture and Sport at the Permanent Representation of Luxembourg to the European Union and International and European Affairs Advisor at the Ministry of Sport of Luxembourg.

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Pedro Duarte

Minister for Parliamentary Affairs responsible for Sport, Portugal

Pedro Duarte was born in Porto on July 12, 1973.

He holds a PhD in Development Studies from the Higher Institute of Economics and Management of the University of Lisbon (ISEG), with a Master's Degree in International Economics and European Studies, a Degree in Law, and an MBA.

He has worked in the Corporate, External & Legal Affairs departments and the European Government Affairs Team at Microsoft since 2011.

In March 2023, he became Executive Vice-President of the Business Confederation of Portugal (CIP), an organization in which he has also held, since 2018, the functions of President of the Strategic Council for the Digital Economy.

He was an elected member of the Portuguese Parliament (1999–2011), member of the NATO Parliamentary Assembly, and Secretary of State for Youth in the XVI Constitutional Government. He was the National Director of the First Presidential Campaign of Prof. Marcelo Rebelo de Sousa (2016).

Thursday 10 October 2024

Focus sessions on leadership through gender equality in sport & dual career: effective strategies and future directions

OPENING WORDS

Gianluca Esposito

Director General for Human Rights and the Rule of Law, Council of Europe

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Pedro Dias

Secretary of State for Sport, Portugal

Pedro Dias was born in Vila Nova de Gaia, on August 31, 1968.

He has been Sports Manager since 1995, having worked at the University of Beira Interior (from 1995 to 1998), the University of Minho/SASUM (from 1998 to 2011) and at the Portuguese Football Federation (from 2011 to 2024).

He was a federated athlete in Basketball, Handball, Football and Futsal.

At the University of Beira Interior, he took the course of Textile Engineering (1988) and Management (1995), attended the course of Public Administration at the University of Minho (1998).

At the Universidad Aut3noma de Barcelona - Escola de Doctorat de Formaci3 Continuada, he participated in the academic year 2000/2001 in two specialization courses: "Strategic planning in municipals sports entities" and "Management skills for managers of sports facilities".

He was a member of the Installing Committee of the Academic Federation of University Sports-FADU (1989, 1990). He was Vice-President (1991–1993) and President (1993–1995) of the board of FADU.

At the International University Sports Federation (FISU) he was a member of the International Control Commission (1997–2003) and a member of the FISU Executive Committee between 2003 and 2011.

He was a member of the board, with executive functions, at the Portuguese Football Federation (FPF) between 2011 and 2024, having been part of the FPF Emergency Committee during that period.

He was a member of the FIFA Beach Soccer Committee (2014 and 2015), and since 2014 he has been a member of the UEFA Futsal and Beach Soccer Committee where he was Vice-Chair, Vice-President and Member.

Furthermore, he was a member of the General Council of the University of Beira Interior between (2017 and 2020).

He was a Member of the Physical Education and Sports Commission at the School of the Olympic Committee of Portugal between 2017 and 2022.

He was named "Personality of the Year in University Sport" at the Gala of the Portuguese Sports Confederation in 1997, 2007 and 2013.

Furthermore, he was awarded the degree of Commander of the Order of Merit by the President of the Portuguese Republic on December 15, 2015.

In 2021 he was named "Sports Manager of the Year" by the Portuguese Association of Sports Management (APOGESD).

FOCUS SESSION ON GENDER EQUALITY

Annamarie Phelps

Chair of the UK Secretariat, Co-Chair of the Global Executive, International Working Group on Women & Sport (IWG)

Annamarie Phelps currently serves as the Co-Chair of the International Working Group (IWG) on Women and Sport. Annamarie has had a distinguished career as a rower. She competed in the women's eight event at the 1996 Summer Olympics in Atlanta. She also won a World Championship title in the women's lightweight coxless four. She served as Chairman of British Rowing from 2013 to 2018, where she played a pivotal role in shaping the strategic direction of the organization. In 2017, she became Vice-Chairman of the British Olympic Association, contributing to the governance and strategic planning of British Olympic sports. Annamarie was appointed Chair of the British Horseracing Authority in June 2019, a position she held until June 2022. Annamarie serves as the President of European Rowing, advocating for the sport at a continental level. She is a member of the Olympic Gender Equality Commission, working towards gender equality in sports globally. IWG is a global network dedicated to advancing gender equality and promoting women's participation in sports. Established in 1994, the IWG works to create a sustainable sporting culture that embraces diversity and inclusivity. It conducts and disseminates research on issues related to women in sports, providing valuable insights and data to inform policy and practice. The IWG organizes the World Conference on Women and Sport every four years, bringing together stakeholders from around the world to share knowledge, experiences, and strategies. It fosters collaboration among governments, sports organizations, educational institutions, and other stakeholders to drive systemic change. The

IWG's work is guided by the Brighton Plus Helsinki 2014 Declaration, which outlines principles and actions to promote gender equality in sports.

Paoline Ekambi

President and Co-founder of Sportail Community and Ex Captain of the French Basketball team

Paoline Ekambi: President and co-founder of Sportail Community, an ESUS-accredited SSE company whose mission is to connect Top Athletes with companies to help them make efficient after sports career changes. Sportail Community revolutionizes recruitment by connecting this exceptional sports talent with visionary companies, to transform their corporate culture and boost their performance. Prior to her current position, she had a career as a professional basketball player and was Captain of the French Basketball Team. Ekambi began playing basketball at an early age and quickly rose through the ranks to become one of France's most prominent players. She played for the French national team from 1980 to 1993, winning numerous medals. During and after her sporting career, she has been involved in several causes close to her heart, such as Gender Equality, the fight against sexist and sexual violence in sport and beyond. In addition to her work with Sportail Community, Ekambi is also a speaker and co-author of the book "Ma promesse en héritage", published in April 2024. Her story underlines her desire to make a positive impact on society.

Ticha Penicheiro

Former professional player, Women's National Basketball Association (WNBA)

Ticha Penicheiro is a former professional basketball player and current sports agent. Penicheiro is best known for her time in the Women's National Basketball Association (WNBA), where she played primarily for the Sacramento Monarchs. She was a four-time WNBA All-Star and a three-time All-WNBA selection. She led the league in assists seven times and won a WNBA championship with the Monarchs in 2005. Before her professional career, she played for Old Dominion University from 1994 to 1998. She helped lead the Lady Monarchs to the 1997 NCAA Championship game and was named to the Final Four All-Tournament team. Penicheiro also played for several European clubs, winning numerous national and international titles, including the EuroLeague and various national championships in Poland, Italy, France, Russia, Latvia, and the Czech Republic. After retiring in 2012, Penicheiro transitioned into a successful career as a sports agent. She represents athletes through the On Time Agency, leveraging her extensive experience and knowledge of the game. The On Time Agency focuses on representing athletes, helping them navigate their professional careers both on and off the field. They provide a range of services including contract negotiations, career planning, and personal branding. In 2019, she was inducted into the Women's Basketball Hall of Fame, defining her legacy as one of the greatest point guards in women's basketball history.

André Seabra

Director of the Portugal Football School

André Seabra is the Director of the Portugal Football School, an initiative by the Portuguese Football Federation aimed at promoting education and research in football. Seabra holds a PhD in Sports Sciences and has two master's degrees, one in Public Health and the other in High Performance Training. He is also an auxiliary professor at the Faculty of Sport, University of Porto. He has authored

and co-authored over 150 scientific papers published in national and international journals. His research often focuses on sports science, physical activity, and public health. As the Director, Seabra oversees various educational programs, research projects, and initiatives aimed at improving the quality of football coaching and management in Portugal. The school provides training for coaches, referees, and sports managers, and conducts research to advance the sport. Among some initiatives of the school, there is: focus on applying data analytics to football and futsal. The program includes both virtual and physical components, promoting hands-on activities and collaborative work; The Football Observatory, that aims to forecast demand in sports management and involves critical analysis of the work context and related literature; the school is also involved in research examining the effects of football training on physical fitness, heart health, and bone health among schoolchildren aiming at improving the overall health and fitness of young athletes through structured football training programs.

Francine Hetherington Raveney
Deputy Executive Secretary of EPAS

Francine Hetherington Raveney is an expert in the fields of: sport policy, gender equality, diversity, project management, script analysis, audiovisual co-productions, and communication, amongst others. She obtained a Masters Degree in English and French Literature at The Queen's College, Oxford University (1992-1996), a Masters Degree in Women's Studies at The Queen's College, Oxford University (1996-1997) and then carried out doctoral studies in France in politics and literature at Strasbourg University (1997-1998).

Since 2000, she has worked in a number of international organisations, including the Council of Europe, where she was a project manager for the Eurimages film fund for 11 years (2009-2020), and WHO Europe (2004-2005) where she was a Managing Editor. She is the founder, former Executive Director and currently an Honorary Member of the European Women's Audiovisual (EWA) Network. She is also a member of the New Dawn Film Fund jury and regularly teaches pitching and gives presentations at festivals and universities throughout Europe.

Since April 2021 she has worked as the Deputy Executive Secretary of the Enlarged Partial Agreement on Sport (EPAS), where she oversees resources, works with the Governing Board and partner organisations to ensure that topical thematic activities (such as gender equality, diversity, integrity and good governance in sport) and conferences (e.g. on combating gender-based violence in sport) are dealt with smoothly and effectively.

FOCUS SESSION ON DUAL CAREER

Vitor Pardal
National Coordinator of the High-Performance Sports Units in School, Portugal

The speaker's biography will be available soon.

Duarte Nuno Fernandes Lopes

Expert on dual career, Chief of Staff, Secretary of State for Sport, Portugal

Duarte Nuno Fernandes Lopes, currently Chief of Staff to the Secretary of State for Sport, has a career largely dedicated to sport and public administration, emphasising his involvement in promoting dual careers, a balance between academic and sporting success. He has a solid academic background, including a Master's Degree in Sports Science from the Faculty of Sport of the University of Porto (FADEUP) and a Postgraduate Diploma in Business Management from ISCTE. He is currently studying for a PhD in Public Policy at ISCTE.

His professional experience is vast and diverse, with the most notable being as National Technical Director and Secretary General of the Academic University Sports Federation (FADU) between 1996 and 2001. In this role, he developed initiatives to support student-athletes, promoting dual careers. As a manager at the University of Lisbon's Social Action Services and Lisbon University Stadium between 2001 and 2018, he was directly involved in sports management and programs aimed at developing university sports.

In the area of sport, his involvement was even deeper, as vice president and later President of the European Network of Academic Sport Services (ENAS), where he contributed to promoting dual careers on the European stage. He has participated as Portugal's Head of Delegation in various international events, such as the CPLP Sports Games and the World University Games, reinforcing his commitment to the development of young athletes in parallel with their studies.

His career reflects a commitment to valuing sport in the academic context, encouraging the all-round development of student-athletes and promoting public policies that favour the reconciliation of sport and education.

Gévrise Emame

Lifestyle Athletes Manager, National Institute for Sport, Expertise and Performance (INSEP), France

Gévrise Emame is a renowned French judoka and a key figure at the Institut National du Sport, de l'Expertise et de la Performance (INSEP) in France. She has had an illustrious career in judo, winning an Olympic bronze medal in 2012. Gévrise has won three world championship titles in judo (2007, 2011, 2015) and numerous European titles. As the Lifestyle Athletes Manager at INSEP, Gévrise Emame is responsible for supporting athletes in balancing their sports careers with personal and professional development. Her role includes: providing guidance and support to athletes in their socio-professional development, helping them plan their careers both during and after their sports tenure; overseeing initiatives that promote the well-being and holistic development of athletes, ensuring they have the resources and support needed to succeed in all aspects of life. INSEP is a premier French institution dedicated to the training and development of elite athletes. It is located in the Bois de Vincennes on the outskirts of Paris. INSEP provides top-tier training facilities and educational programs for athletes, helping them excel in their sports while also preparing for life after their athletic careers. The institute is involved in cutting-edge sports science research, focusing on performance enhancement, injury prevention, and recovery. Athletes at INSEP receive holistic support, including medical care, psychological counselling, and career planning services.

Sofia Ramalho

SLBenfica Basketball Female Team Manager, alumna of the International Basketball Federation's (FIBA) Time Out 2.0 project

Sofia Ramalho is the Team Manager for the SL Benfica women's basketball team. She has a distinguished career in basketball, both as a player and now in a managerial role. Sofia played a crucial role in helping SL Benfica's women's team reach the top division in the 2013/14 season and has been recognised for her outstanding performance, including being named MVP by the Portuguese Basketball Federation. Sofia is an alumna of the FIBA's Time Out 2.0 project, an initiative by the International Basketball Federation aimed at supporting basketball players in their transition from sports to the labour market. The project focuses on providing basketball players with the skills and knowledge needed to pursue careers outside of sport. This includes training in leadership, management, and other relevant fields. It offers educational and training programmes to help players develop new career paths, ensuring they have sustainable opportunities after their playing careers end. The project also aims to strengthen the governance of basketball organisations by identifying and addressing their weaknesses, promoting better management practices.

Andrej Pisl

Communications & Project Manager, European University Sports Association (EUSA)

Andrej Pisl is the Projects and Policy Manager at the European University Sports Association (EUSA). In his role, he is responsible for overseeing strategies and managing EU projects that promote university sport across Europe. Andrej leads the EUSA efforts in ensuring effective dissemination of information and engagement with stakeholders. He manages several EU-funded projects aimed at enhancing youth engagement and skills development, facilitating and mentoring young adults. Some of the references include "Sport Employs YOUrope" initiative, European Solidarity Corps volunteering projects, #HealthyLifestyle4All Youth Labs and EUYOUSPORT project. Several of these projects focus on gaining experiences and increasing employability for young people by leveraging the skills and opportunities provided by the sport sector, encouraging entrepreneurial thinking among youth, helping them to develop business ideas and initiatives related to sport. Andrej also plays a crucial role in organising and managing, leading sessions on good governance and youth work.

Andy Criere Martin

Professional Surfer, Spain

Andy Criere Martin is a Spanish Professional Surfer. He began surfing at the age of 10 and has since turned his passion into a successful career. Andy has been crowned the Spanish surfing champion twice, in 2018 and 2023. He is also notably the first Spanish male surfer to qualify for the Olympics. Andy has ventured into the business world, leveraging his surfing fame and expertise. He is involved in projects that promote surfing and a healthy lifestyle. He collaborates with various brands, both within and outside the surfing industry, to promote products and initiatives that align with his values and interests.

Laura Capranica

European Athlete Student (EAS)

Laura Capranica is a prominent figure in the field of sport sciences. She is a full-time Professor of Sport Sciences at the University of Rome Foro Italico. In addition to her teaching role, she serves as the President of the master's degree on Sport Coaching and is a board member of the Presidents of Italian Degrees in Sport Sciences. She is also known for her work on dual career for athletes, serving as the President of the European Athlete as Student (EAS) network. Her contributions have significantly impacted the development of sport sciences and athlete education. EAS provides a platform for dialogue between educational institutions and sports organisations. This network helps athletes manage their academic and athletic commitments, ensuring they can pursue both without compromising either. The network actively participates in European projects and contributes to the development of dual career policies and practices. It also fosters co-operation among institutions, coaches, teachers, and students to support the holistic development of student-athletes.

CLOSING WORDS

Sophie Kwasny

Head of the Council of Europe's Sport Division, Executive Secretary of EPAS

Sophie Kwasny is the Head of the Sport Division of the Council of Europe (international organisation based in France). She is responsible for the Enlarged Partial Agreement on Sport (EPAS) and for the promotion and implementation of ground-breaking legal instruments upholding the integrity and values of sport. Combating doping and the manipulation of sport competitions, and promoting an integrated safety, security and service approach at sports events are the key aims of the three Council of Europe Sport Conventions. She is a graduate of the Strasbourg Law University and has been working for the Council of Europe for 25 years on a variety of topics ranging from data protection to prisons' reforms, or from the independence of the judiciary to nationality law. Her sole objective: Championing human rights in and through sport!