

Candidature for a position as World Archery official

Deadline for submission by e-mail (congress@archery.sport) is **28 April 2023** (24:00 Lausanne time). Upon receipt a confirmation will be sent that the candidature has been received. As soon as the Electoral Board has validated the eligibility the status will be updated, and the form will be published as part of the Congress documents. This form will be published without the personal data. Only in case insufficient valid candidatures are received a 2nd round will be opened after the 29 April 2023.

It is reminded: a person cannot be candidate for more than 2 positions. (If a candidate is candidate for 2 positions, then 2 forms must be completed)

This document needs to be signed by 3 persons:

- The candidate (page 8)
- The president or secretary general of the member association, or Executive Board Member presenting the candidate (page 1)
- The president or secretary general of the member association of which the candidate is a member, could be same person as previous (page 9)

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This candidature is presented by the member association or Executive Board Member:

Archery Austria - Oesterreichischer Bogensportverband (AUT)

Member association stamp:

Signature of president,
secretary general or Executive
Board Member:

Name of the person
signing:



MUELLER Michael

Date:

April 28th, 2023

1. Position	Vice-President
2. Candidates last name, first name	KRATZMUELLER Bettina
3. Date and place of birth	July 18th, 1967; Klagenfurt/AUSTRIA
4. Member association of which the candidate is a member (*)	Archery Austria - Oesterreichischer Bogensportverband (AUT)

(*) This member association must fill out the statement #18 on page 8 of this document

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EXPERIENCE AND CURRENT COMMITMENTS OF THE CANDIDATE

<p>8. Professional activities</p>	<ul style="list-style-type: none"> • 1993 Magistra phil. Classical Archaeology (University of Vienna/AUT) • 2003 PhD Classical Archaeology (University of Vienna/AUT) • 1991 – 2015 Classical Archaeologist <ul style="list-style-type: none"> o Project Staff Institute for Classical Archaeology University of Vienna/AUT (1991–2005) o Project Staff Kunsthistorisches Museum Vienna/AUT (2008–2015) o Lectures on International Classical Archaeology and Sport History Congresses in Europe and Northern America, Author of more than 40 scientific articles o Research focus in Sports History (Ancient and Modern Sports) • 2016 – 2018 Managing Director of 100% Sport – Competence Centre for Gender Equity in Sport • 2019 – Present Assistant to the Grassroots Sports Funding Department of the Austrian Bundes-Sport GmbH (BSG)
<p>9. Function in member association</p>	<p>Judge (Status: National Judge since 2014; WAE CJ since 2015; WA IJC since 2018; WA IJ since 2021)</p> <ul style="list-style-type: none"> • Multiple times Chair of the Judges commissions of national championships (Indoor, Outdoor, Field, 3D) • Lecturer at National Judges Seminars <p>Member of the Executive Board</p> <ul style="list-style-type: none"> • 2014-2017 Officer for Gender Equity and Para-Archery • 2015-2017 Officer for Grassroot Sport – Field & 3D • 2017-2019 Member of the Disciplinary Committee <p>In her actual job in the Austrian Bundes-Sport GmbH (from 2019 onwards), Bettina KRATZMUELLER has not been allowed to be an Executive Board Member of one of the grantees of her corporation. Therefore, she cannot work in the Executive Board of Archery Austria.</p> <p>However, she is allowed to work as National, Continental and International judge. As World Archery Europe and WA are no grantees of her corporation, she can hold the positions of the Gender Equity Liaison of WAE and can be member of the WA ad hoc Gender Equity Committee.</p> <p>Delegate at WAE and WA Congresses: 2015 WA Copenhagen/DEN (delegate); 2016 WAE Nottingham/GBR (delegate); 2018 WAE Legnica/POL (delegate); 2021 WA Yankton/USA (voting delegate); upcoming 2023 WA Berlin/GER (voting delegate)</p>
<p>10. Function in other sports organisation(s)</p>	<p>2016 – 2018 Managing Director of 100% Sport – Competence Centre for Gender Equity in Sport</p> <ul style="list-style-type: none"> o Advice center for Austrian sports associations and organizations o Managing director and general secretary o Co-Editor of Manual “Für Respekt und Sicherheit – gegen sexualisierte Gewalt im Sport“ („For respect and safety – against sexualized violence in sport“) <p>• 2019 to Present Assistant to the Grassroots Sports Funding Department of the Austrian Bundes-Sport GmbH (BSG; www.bundes-sport-gmbh.at)</p> <ul style="list-style-type: none"> o A non-profit corporation of the Republic of Austria with limited liability that promotes sports associations, organizations and institutions in accordance with the Federal Sports Promotion Act (BSFG) 2017 and carries out the associated controls and evaluations o Assistant to the department that is responsible for the promotion, controlling and evaluation of the Austrian grassroots sport federations (ASKOE, ASVOE, SPORTUNION), the Austrian Sports Organization, the Austrian Disabled Sports Federation and Special Olympics Austria

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11. International sports experience or background as an official	<p>WA Officer</p> <ul style="list-style-type: none"> • 2021 – Present Actual Member of the WA ad hoc Gender Equity Committee (2022 Women Leadership Program successful; leading the drafting of the regulations for the WA Gender Equity Award) <p>WAE Officer</p> <ul style="list-style-type: none"> • 2016 – 2021 Member of the WAE DTAC (Co-organizer of the WA Coaches Trainer Course, Level 1 in 2018 in Salzburg/AUT) • Draft WAE strategy plan 2021 – 2023 (Strategic area of focus 4 "Encourage Gender Balance") • Motions for WAE (gender equity) WAE Congress 2021 • Attendance IOC Webinars "Gender Equality" 2021 • 2021 – Present WAE Gender Equity Liaison (2022 and 2023 responsible for editing the contributions on the International Women's Day for the WAE Website) • 2022 Lecturer at the WAE TD Seminar (Poreč/CRO 2022; Field & 3D) <p>WA International Judge (IJC since 2018; IJ since 2021)</p> <ul style="list-style-type: none"> • Deputy of WA Championships (Youth Wrocław/POL 2021, Field Yankton/USA 2022) • Judge of WA Judges Commissions of WA Outdoor Championships (Outdoor Den Bosch/NED 2019, Yankton/USA 2021 and assigned for Berlin/GER 2023) • Judge of WA Judges Commission of a World Cup (Lausanne/SUI 2021) • Assigned as Judge of the WA Judges Commission for Para-Archery World Championships as alternate (Pilsen/CZE 2023) <p>WAE Continental Judge (since 2015)</p> <ul style="list-style-type: none"> • Deputy of WAE Championships (3D Gothenburg/SWE 2018, Field Poreč/CRO 2021) • Multiple assigned Judge of WAE Judges Commissions • "National Judge" at WAE tournaments 								
12. Experience as an archer	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; border-bottom: 1px solid black; padding: 5px;"> Are you competing or have you been competing in archery? </td> <td style="border-bottom: 1px solid black; padding: 5px;"> YES <input checked="" type="radio"/> NO <input type="radio"/> </td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 5px;"> For how many years? </td> <td style="border-bottom: 1px solid black; padding: 5px; text-align: center;"> two </td> </tr> <tr> <td style="border-bottom: 1px solid black; padding: 5px;"> Which type of bow? </td> <td style="border-bottom: 1px solid black; padding: 5px;"> Traditional Bow (former Instinctive Bow) </td> </tr> <tr> <td style="padding: 5px;"> Which discipline? (Indoor, outdoor, field, 3D, other) </td> <td style="padding: 5px;"> Indoor, Outdoor </td> </tr> </table>	Are you competing or have you been competing in archery?	YES <input checked="" type="radio"/> NO <input type="radio"/>	For how many years?	two	Which type of bow?	Traditional Bow (former Instinctive Bow)	Which discipline? (Indoor, outdoor, field, 3D, other)	Indoor, Outdoor
Are you competing or have you been competing in archery?	YES <input checked="" type="radio"/> NO <input type="radio"/>								
For how many years?	two								
Which type of bow?	Traditional Bow (former Instinctive Bow)								
Which discipline? (Indoor, outdoor, field, 3D, other)	Indoor, Outdoor								

LANGUAGE SKILLS OF THE CANDIDATE

13. Language skills		Spoken	Written	CEFR*
F = fluent A = average B = beginner	English (official working language Of World Archery)	A	F	C1
	French	-	-	-
	Spanish	-	-	-
	Russian	-	-	-
	Other German	F	F	C2
	Other	-	-	-
	Other	-	-	-

(*). Concerning language evaluation please refer to **this document (click to open the link)**, to give a more precise evaluation following the "Common European Framework of Reference for Languages" (CEFR)

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SPECIFIC ITEMS AS REQUIRED FOR THE ROLE

World Archery has produced for each officer a detailed description of which required and recommended skills. These descriptions can be found on the congress page on the website.

<p>14. Required</p>	<p>For Coaches Committee:</p> <p>Last World Archery Event where you were present as coach or team manager: Event Name Place: Date</p> <p>For Medical and Sport Sciences Committee Medical Degree: Yes <input checked="" type="radio"/> No <input type="radio"/></p>
<p>15. Suggested (please fill based on the role description any specific items that you feel are relevant for your candidature e.g. for Judge Committee last time you acted as Judge)</p>	<p>Many specific items are relevant for my candidature. I want to highlight the following ones:</p> <p>Proven through my work as IJ and as member of the WA ad hoc Gender Equity Committee:</p> <ul style="list-style-type: none"> • integer, open-minded, unbiased, neutral, consequent, forward thinking • participating actively and fulfilling responsibilities in a high standard • complying with the World Archery Rulebook and modern sport ethic standards <p>From my professional background:</p> <ul style="list-style-type: none"> • knowledge and experience in sports management • setting targets, evaluating budgets and reviewing financial reports • used to protect confidentiality and to never disclose internal information externally <p>As not being member of the Executive Board or a Committee at National and Continental level:</p> <ul style="list-style-type: none"> • avoiding real or perceived conflicts of interest <p>From my heart:</p> <ul style="list-style-type: none"> • fighting for a (sports-)world in which people are protected from sexualized assaults and harassment, especially by people they depend on

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THE POTENTIAL CONFLICT OF INTERESTS

<p>16. Declare related interests of candidate or a person connected to the candidate.</p> <p>Include interests occurring within the last two years or that may arise during the term.</p> <p>Connected persons include but are not limited to spouse, child, siblings, parents and spouses of children or siblings.</p>	Name of the person (could be the candidate itself)	Nature of relation to the candidate	Organisation and that persons role/position	Explanation if needed

Definitions:

"Interest". An "interest" means and includes any interest, direct or indirect, whether private or personal, financial or otherwise related to World Archery official concerned. This also includes the interest of a third person (such as a parent, spouse or other immediate family, or dependent).

"Conflict of interest". The fact that World Archery official is associated with another organisation in the sport such as a Member Association does not in and of itself constitute a conflict of interest. The following is a non-exhaustive list of examples of circumstances in which conflicts of interest could arise: personal and/or material involvement as an employee, contractor, director, trustee, shareholder, partner or other position with suppliers to World Archery, sponsors, broadcasters, or other parties contracting with World Archery or any other organisation or person likely to benefit from the assistance of World Archery (such as a subsidy, approval or election).

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16. If you are successful in this position, please describe the ideas, projects and activities you plan to implement for World Archery

By being independent from a national or continental Member Association, I will be an active and hard-working Vice-President being there for WA first and foremost.

My focus will be on the core targets and principles of WA

- being the representative especially of the smaller Member Associations of WA
- non-Olympic bow classes and Field & 3D and Para-Archery
- working on the transition to a gender balanced representation in WA's decision-making bodies
- gender equity and diversity management
- fighting sexual harassment

If I am successful to be elected as Vice-President, the Member Associations who voted for me will help WA on the way to reach the IOC Objective 14 of the IOC Gender Equality and Inclusion Objectives 2021-2024.

As part of good governance, the IOC encourages IFs and NOCs – and therefore WA – to transition to gender balanced representation in their decision-making bodies, with a minimum of 30 per cent women's representation.

When the WA President and all Vice-Presidents will be considered, there will be 40 per cent women's representation (now only 20 per cent). And instead of one, there will be send two women to the Executive Board Meetings.

I am not restricted by sport-political dependencies, ambitions or commitments. As I am not in a national or continental Executive Board, I can focus on WA interests only. I can avoid real or perceived conflicts of interest by acting neutral when other nations and continents are concerned.

As the President and the other Vice-Presidents belong to powerful and strong Associations focusing on Target Archery and especially with the Olympic Recurve bow, I will be the representative of the whole archery family incl. the other and smaller Associations of WA on the one side. On the other side I will be also the representative of those Associations that focus on non-Olympic bow classes and Field & 3D and Para-Archery.

My knowledge in gender equity and diversity management will be of benefit when working together with the WA ad hoc Gender Equity Committee.

I will fight that archers and all other people working for WA are protected from sexualized assaults and harassment, especially by people they depend on.

And being an active IJ who has always been interested in the Rules, Interpretations and By-laws, I will stay in close contact with the relevant WA Committees. Working together with the people of the WA Office has already been close in the last years and I have enjoyed doing that.

As I wish to serve as an active WA IJ also during my term of office, I will NOT request to be considered an ex officio WA IJ (14.2.2).

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Continue (if necessary)	<p>That means for me, that I will not be an official who comes from outside to watch but will be an active working member and volunteer of the tournaments. This is how I will stay in touch with the archers and coaches, the other Judges, the organizers and tournament officials and the result team.</p> <p>As I explained in chapter 15, I am well prepared for the duties of a Vice-President and of the Executive Board, as I am used to work on financial topics in my job. I am at home in the work area of every International Judge (Rules, bylaws and Judges' matters) and as I am an integer person from heart, working on Anti-Doping matters will be according to my mindset.</p> <p>It will be an honor for me to volunteer the governance and supervision of the affairs of World Archery in line with its objectives and goals as determined by Congress (1.12.6). Especially my humanities and science background will be a valuable contribution to the work of WA.</p> <p>I will put all my knowledge, experience and energy into this position to get World Archery into the future.</p>
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17. Statement by the candidate:

I, **KRATZMUELLER Bettina** hereby sign that I am willing to accept the position of
Vice-President if I am elected.


I also confirm by signing that I do not fulfil any of the below conditions that render a candidature for not being eligible:

- Being an undischarged bankrupt;
- have a conviction for of an offence punishable by a term of imprisonment of two or more years (whether or not a term of imprisonment is imposed) unless that person has obtained a pardon or has served the sentence;
- A bar from being a company director;
- Being subject to an order that the individual lacks competence to manage their own affairs;
- Having been deprived of civil rights by proper application of the law;
- Having served a period of ineligibility for breach of the World Archery Code of Ethics and Conduct;
- Having been removed from World Archery office in accordance with World Archery rules;
- Having been prohibited from holding such position, or any similar position, under any other circumstances as provided by law;

If any doubts are raised on any of the above conditions, I agree that I will provide any information necessary to the Electoral Board. Any false declaration on the above will result in the matter being transferred to the Board of Justice & Ethics

By signing I also agree to the Electoral procedures and Role descriptions and that any violation will be handled by the electoral procedures and the Code of Ethics & conduct of World Archery

Signature:



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18. Statement by the candidate's member association

I, MUELLER Michael.....hereby sign that the candidate is member of our member association in good standing (Archery Austria (AUT).....).

Member association stamp:

Signature of ~~president~~ or secretary general:

Date:

**ÖSTERREICHISCHER
BOGENSPORTVERBAND**
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April 28th, 2023

Clear Form

