



Integrity Officer Services & Deliverables

The role of the Integrity Officer will be to provide a CWI physical presence during the staging of regional and international bilateral matches and ICC events. The Integrity officer will also be responsible for leading the CWI Anti-Corruption program to ensure the integrity of the cricket meets CWI and ICC standards of performance and conduct.

Anti-Corruption	<ul style="list-style-type: none"> • Lead and manage the CWI's anti-corruption program to ensure the integrity of its international and domestic competitions. This includes providing educational/informational sessions on corruption and related matters to all participants within the Anti-Corruption Code and other relevant stakeholders. • CWI's lead for conducting any anti-corruption investigations concerning CWI's jurisdiction. • Assess any areas for potential corruption risk and implement necessary prevention and compliance initiatives following CWI & ICC standards. • With the Manager, Cricket Operations develop the ACS component of the Cricket Department's plan. • Lead the investigation of occurrences of corruption in cricket in the West Indies, ensuring that all allegations are thoroughly investigated to the highest accepted standards and following recognised investigative techniques. • Deliver presentations on the risks associated with corruption in cricket to participants and the wider cricket community. • Protect the goodwill and livelihood of cricket personnel. • Be accessible to all CWI personnel (Players, support staff and other participants) for reporting any relevant or suspicion of corruption. • Develop/maintain a confidential database to manage all integrity-related material and work with the ICC in its global efforts to gather, analyse, maintain and disseminate intelligence and best practice.
Relationship Building	<ul style="list-style-type: none"> • Securing and maintaining positive relationships across the world of cricket, continually forging relationships in different countries and cultures and with various cricket-related roles, along with law enforcement and similar bodies.
Anti-Corruption Work during Cricket Matches	<ul style="list-style-type: none"> • Attend any cricket matches/events as directed by CWI & ICC.
Anti-Corruption Work during Cricket Matches, PMOA	<ul style="list-style-type: none"> • Manage the PMOA in line with CWI/ICC or other applicable regulations through good communication skills and flexibility within the rules whilst maintaining minimum standards.
Education	<ul style="list-style-type: none"> • Deliver education as required to a high standard to participants from diverse backgrounds and cultures, at individual level and to larger groups.

Intelligence	<ul style="list-style-type: none"> Gather, manage, use, and share intelligence with respect to safety, security, safeguarding and integrity to recognised standards and within the framework required by CWI tribunal and law enforcement partners.
Training	<ul style="list-style-type: none"> Undertake training as directed by CWI to upskill and maintain the necessary professional knowledge and accreditation that is critical and appropriate to the standards of performance expected in their role.
Investigations	<ul style="list-style-type: none"> Conduct investigations concerning breaches of the Anti-Corruption Code and ensure outcomes are prepared according to tribunal standards. Disclosure of conflicts of interest.
Audit Match Venues	<ul style="list-style-type: none"> To ensure venue compliance with the 'Minimum Standards' as prescribed by CWI.
Reporting Requirements	<ul style="list-style-type: none"> Immediately report any improper approaches or other relevant safety, security, safeguarding and integrity intelligence to CWI Cricket Operations Manager concerning domestic cricket and General Manager ICC Integrity Unit for International cricket as soon as possible. In addition, after each specific assignment, the Consultant will complete a full debrief for intelligence and information purposes.
Additional Duties	<ul style="list-style-type: none"> Perform any duties as directed by CWI's Manager, Cricket Operations that is necessary and proportionate to ensure the safety, security and integrity of the staging of international bilateral matches and tournaments. This will include pre-match practice sessions and a mandatory post-fixture debrief with relevant parties. Duty to maintain secrecy and code of ethics.
Qualification	<p><u>Academic/Professional Qualifications</u></p> <ul style="list-style-type: none"> Bachelor's Degree or equivalent professional qualification in relevant discipline. <p><u>Practical Experience</u></p> <ul style="list-style-type: none"> Worked in or with a law enforcement agency or the military establishment in supervisory rank for at least 10 years. Experience with handling difficult, manipulative, and potential sources of information. Demonstrable knowledge of tools and techniques used by law security agencies for the efficient management of crowds. Proficiency in fielding queries from external agencies. <p><u>Technical Knowledge/Skills/Competency:</u></p> <ul style="list-style-type: none"> Fully skilled/competent: <ul style="list-style-type: none"> Leadership & supervisory skills. Strong planning, prioritising, organising and execution skills. Strong written & verbal communication skills. Excellent relationship building and maintenance skills. Emotional intelligence. Facilitation skills. Knowledge of cognitive interviewing techniques. Understanding of modern interviewing techniques and tactics including methods of surveillance and the use of technical assistance.

	<ul style="list-style-type: none">○ Ability to develop sources of information within the sport and related industries involved in fighting corruption.○ Understanding of anti-corruption law enforcement framework and mechanisms.○ Ability to independently develop, write and review structured security plans/manuals.○ Ability to supervise and control large-scale security operations.○ Ability to establish, direct and monitor security protocols for major sports events. <ul style="list-style-type: none">● I.T. Skills: Microsoft Office Suite.
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