
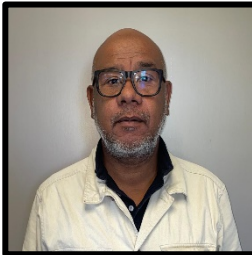

NADO EAG Elected Member Biographies

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AFRICA

Last Name	EL NEMR	
First Name	Hanem Amir	
Position and NADO	CEO of Egyptian Anti-Doping Organization	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • CEO of EGY-NADO (2021-present) • Chair of Africa Zone 5 RADO (2019-2023) • General Manager of EGY-NADO (2016-2021) • Board Member of EGY-NADO (2010-2015) 	
Professional Career	<ul style="list-style-type: none"> • Pharmacist and has a Master's Degree in Biochemistry 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>To provide my experience and vision to improve the Anti-Doping Framework through enhancing the WADA-NADO collaboration and capacity building of other NADOs through partnerships and strategies for implementing an effective anti-doping program, and continuous enhancements and improvements in the WADA-NADO program strategies against new rising issues by providing guidance and recommendations to WADA in order to enhance the capabilities of NADOs to fight against doping globally.</p>	
What does Play True mean to you?	<p>It means everything to me, not only in sports but in the day-to-day life where your passion, hard work and resilience are the main reasons we are where we are today without any shortcuts.</p>	


Last Name	GALANT	
First Name	Khalid	
Position and NADO	CEO of the South African Institute for Drug-Free Sport	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • 25 years of experience in Anti-doping policy development and managing the implementation of anti-doping services to sport in South Africa • International experience representing and defending anti-doping policy positions in various sports forums • Extensive experience sharing anti-doping knowledge and best practices with African colleagues towards setting up independent NADO structures 	
Professional Career	<ul style="list-style-type: none"> • Sports Medicine and Business Administration 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	Through active engagement on the NADO Expert Advisory Group, I will represent and articulate the policy voice of African NADOs and help shape global anti-doping policy so that our NADOs are better able to implement and comply with the anti-doping policy iterations and mandated standards.	
What does Play True mean to you?	Integrating the values of sport into anti-doping education programs so that anti-doping education is not centered around the “donts” but also the “do’s”.	


AMERICAS

Last Name	GRIPPO	
First Name	Diego	
Position and NADO	President, CNAD (comisión nacional antidopaje) Argentina	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • President of Argentina NADO since 2017 • FIBA TUEC since 2015 	
Professional Career	<ul style="list-style-type: none"> • Sport physician MD • Former professional basketball player • Former Sports Director of the UBA (Buenos Aires University) • Former National Basketball Team Doctor (20 years) • FIBA medical commission since 2015 • Teacher in UADE University. Sport Management Career. • Member of the TUE EAG WADA • Vice president of the Iberoamerican networking for the fight against doping in sports 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Because when I joined the ARG NADO there were many problems, we were in non-compliance after the first CCQ and moving forward meant a path crossed by a lot of obstacles and overcoming issues that gave me vast experience. Actually we have a proper anti-doping law, budget, human resources and independence. The idea is to continue improving, share the experience in the WADA NADO Expert Advisory Group and help other countries in the region.</p>	
What does Play True mean to you?	<p>Means the only way in which sports should be practiced, with respect and love for what one does beyond the result.</p>	


Last Name	SAUCEDO	
First Name	Saul	
Position and NADO	Chairman of NADO-PAN (Panama)	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Chairman of National Anti-Doping Organization of Panama (NADO-PAN) since 2004 • Chairman of Pan-American Regional Anti-Doping Organization (PAN-RADO) since 2015 • Participation in the Independent Observer Program of the Pan American Games, Lima 2019 • Chairman of Iberoamerican Network of Fight Against Doping (INFAD) since 2021 	
Professional Career	<ul style="list-style-type: none"> • Bachelor of Medical Surgeon National Autonomous Metropolitan University, Mexico • Diploma in Sports Planning National Autonomous Metropolitan University, Mexico 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Throughout my career as a health specialist and my experience as an international athlete, I have contributed to positive results in the development of multiple aspects of anti-doping programs through effective organization, prioritization, and monitoring of key organizational projects for the prevention and control of doping in sports.</p> <p>My strengths and qualifications, as well as my personal experience, are an ideal match for the National Anti-Doping Organization Expert Advisory Group (NADO EAG) requirements and will bring immediate value to the World Anti-Doping Agency (WADA).</p> <p>In my current role as Chairman of NADO-PAN, I advise, support and coordinate each of the different areas of the organization through a calculated and methodical approach to problem-solving. While I am independently motivated, I appreciate collective efforts and collaborate productively within group environment.</p> <p>This opportunity is especially exciting as my professional and personal goals align with World Antidoping Agency's mission and values.</p>	
What does Play True mean to you?	<p>For me, Play True means enjoying the sport you love while practicing it with integrity and honesty, being faithful to our own values, and always focusing on inclusion, equality, and respect for others.</p>	


ASIA

Last Name	HIRAI	
First Name	Chika	
Position and NADO	Director of International Department, Japan Anti-Doping Agency	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Director of International Department, JADA (2021 to Present) • WADA Independent Observer member for Beijing 2022 • Director of Doping Control, Tokyo Organising Committee of Olympic and Paralympic Games (2014-2021) • WADA Outreach Member for Beijing 2008 • Senior Manager of Testing Group, JADA (2006-2015) • Doping Control Officer, JADA (2005 to Present) 	
Professional Career	<ul style="list-style-type: none"> • Joined Japan Anti-Doping Agency, JADA (2006 to Present) • Board member of Japan Sports Law Association (2014-Present) • Teaching Athletic Training at a Vocational School for Athletic Trainers (1997-2006) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>Given my many years of experience in the field of anti-doping, I had many opportunities working with many Asian NADO colleagues. I learned a lot from those experience, and I would like to make my contribution and support to all those who are needed to ensure clean sport.</p>	
What does Play True mean to you?	Being sincere	


Last Name	KIM	
First Name	Kum-pyoung	
Position and NADO	Secretary General, Korea Anti-Doping Agency	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Served as Secretary General since June 2021 • Took the lead at the taskforce team to win the bid for World Conference 2025 • Strengthen the international relations ties with NADOs <ul style="list-style-type: none"> ○ 3 NADO leaders Meeting with CHINADA & JADA ○ Sport Integrity Australia ○ COL-NADO(Colombian NADO) ○ Many other NADOs • Preceding the KADA Solidarity Program. <ul style="list-style-type: none"> ○ Started an initiative, named "Korea Anti-Doping Partnership Program", a one month-long training program for ADOs staff in Korea ○ Developed Korean-ized anti-doping program ○ Established cooperative relationships with Bhutan, Uzbekistan, and Vietnam NADOs to provide support on their Code Compliance and to enhance the anti-doping capacity in major sport events. 	
Professional Career	<ul style="list-style-type: none"> • Embassy of Republic of Korea to the Republic of India Councilor & Director of the Korean Cultural Centre, 2011~2022 • First secretary of the Embassy of Republic of Korea to the Kingdom of Belgium and the European Union (Culture & Press), 2007~2010 • Culture & Press Attaché of the Embassy of Republic of Korea to Japan, 1997~2002 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I want to lay a stepping stone for developing countries and NADOs in developed countries forming a community and "preserving the spirit of sports," based on an understanding of and affinity for international relations.</p> <p>As a member of the NADO Advisory Group,</p> <ul style="list-style-type: none"> • I will strengthen the anti-doping capabilities of developing countries by promoting the Solidarity Partnership between developed and developing countries. • At the 2025 World Conference on Doping in Sport, I will seek ways to allow many anti-doping organization delegations who could not afford to participate in previous conferences to join the conference. • I would like to spread anti-doping activities internationally by actively promoting the participation of multinational companies in WADA's official sponsorship system. 	
What does Play True mean to you?	<p>Play True is about preserving the spirit of sports regardless of age or gender. I think it can be achieved through solidarity, and especially through spreading the sports values to youth.</p>	


EUROPE

Last Name	CEPIC	
First Name	Michael	
Position and NADO	CEO NADA Austria (Nationale Anti-Doping Agentur Austria GmbH)	
Nominating NADO (if different from above)	CyADA (Cyprus Anti-Doping Authority)	
Anti-Doping Experience	<ul style="list-style-type: none"> • CEO of NADA Austria since 2012 • Chairman of the board of CEADO (Central European Anti-Doping Organization) since 2019 	
Professional Career	<ul style="list-style-type: none"> • Various managing positions (CEO, CEE) in the private sector from 1991 – 2012 • Economics University of Vienna, Business Administration • Coach certified by Austrian Basketball Federation • Player in Austrian Basketball League (1. Division) from 1979 – 1986 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>The election process for the NADO EAG gives the NADO representatives a high level of legitimation and a strong voice, but also more responsibility and the need to coordinate opinions and positions within the respective region.</p> <p>To help and assist in the development of existing and to be founded NADOs is one of the major projects of my chairmanship of CEADO together with WADA.</p> <p>Coordinating opinions, finding common statements and fostering NADOs voice in the Anti-Doping community is part of my agenda for many years, so I would be honored to be elected as European representative to the NADO EAG.</p>	
What does Play True mean to you?	A level playing field for athletes and athlete support personnel through harmonization of Anti-Doping Organizations performance, quality and support.	

Last Name	LAUESEN	
First Name	Martin Holmlund	
Position and NADO	Director of International Relations and Medical in Anti-Doping Norway	
Nominating NADO (if different from above)		
Anti-Doping Experience	<p>From the perspective of both Anti-Doping Norway (NADO) and Danish Ministry of Culture (PA):</p> <ul style="list-style-type: none"> • Delegate to UNESCO and Council of Europe bodies (CAHAMA, T-DO and various advisory and ad hoc groups) from both Denmark and Norway, including acting on behalf of the respective countries as vice-chair of a UNESCO drafting committee and rapporteur of a task force. • Commenting on WADC and International Standards, and transposing WADC into National Anti-Doping Rules and Ministerial Acts. <p>From the perspective of Anti-Doping Norway (NADO):</p> <ul style="list-style-type: none"> • As member of the Management Team ensuring strategic coherence across the NADO, and overseeing the Department of International Relations and Medical, including inter alia the areas of compliance, data protection and TUEs. • Involvement in NADO development and capacity building. <p>From the perspective of Danish Ministry of Culture and Ministry of Foreign Affairs (PA):</p> <ul style="list-style-type: none"> • Inspecting activities, reporting and finances of the NADO. • Delegate of Denmark to the EU's Council Working Party on Sport preparing EU-coordination of position prior to meetings in WADA. Member of the EU Expert Group on Anti-Doping. Ensured the content of the EU Council conclusions on combating doping in recreational sport under Danish EU-Presidency. Furthermore, in a personal capacity, member of the EU Group of Experts on Doping in Recreational Sports in response to the aforementioned Council conclusions. • Supporting ministers responsible for sport in their roles as members of the WADA Foundation Board. • Ensuring the implementation of the Act on the Promotion of Integrity in Sport as well as related ministerial acts. • Secretary to national working group on strengthening the approach to doping in recreational sports as well as developing and preparing policies on various issues within anti-doping and related policy areas 	
Professional Career	<ul style="list-style-type: none"> • Director of International Relations and Medical in Anti-Doping Norway (2020-) • Attaché for Education and Culture, Ministry of Foreign Affairs, Permanent Representation of Denmark to the EU (2018-2020) • Special Advisor, Ministry of Culture of Denmark (2015-2018) • Head of Section, Ministry of Culture of Denmark (2011-2014) • Sport and Leisure Adviser, Municipality of Faaborg-Midtfyn (2009-2011) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>The new NADO EAG will become the first structure in WADA with representatives elected by and amongst NADOs. The way it organizes itself in terms of involvements of the community it represents will therefore lay the foundation for future NADO EAGs. We need strong values-based voices who can stand-up for NADOs in WADA, while delivering expert advises and ensuring good cooperation with other stakeholders.</p> <p>In Anti-Doping, we need a global structure ensuring both compliance to the rules and capacity-building, and I will do my best to ensure that WADA have two strong legs as regulator and enabler.</p>	
What does Play True mean to you?	<p>Play True is ensuring the integrity of our values and principles towards opponents, teammates and ourselves – on the track, in the field and in the board room.</p>	

OCEANIA

Last Name	BARNES	
First Name	Nicholas	
Position and NADO	Chair, Drug Free Sport Fiji	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • Chair DFSF - 5 years • Member of Results Management Panel - 7 years • Member of CRMP Asia & Pacific 	
Professional Career	<ul style="list-style-type: none"> • English qualified Solicitor • Managing Partner of Fiji's largest Commercial Law Firm (17 years) • Solicitor-General of Grenada (2 years) 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I want to be elected so that I can leverage my professional skills and my anti-doping experience to assist WADA preserve the integrity of sport. I believe WADA needs the input of many different voices and experiences to successfully carry out its functions.</p> <p>At the same time, I will develop new skills and experience as it is important to keep growing on a professional and personal level. I also believe that the Pacific should be represented in as</p>	
What does Play True mean to you?	<p>Play True means, be fair and ensure everyone competes on an even playing field. Doping is cheating and the integrity of sport is vital to ensure an athlete's achievements are not devalued.</p>	

Last Name	PATERSON	
First Name	Nick	
Position and NADO	Chief Executive, Drug Free Sport New Zealand	
Nominating NADO (if different from above)		
Anti-Doping Experience	<ul style="list-style-type: none"> • DFSNZ: CE from July 2017 – current • iNADO: Chair of Board (2021): Board member (2019) • ORADO: advisor to Board since 2017, and Board Finance Sub-Committee Chair in 2021 and member in 2022 	
Professional Career	<ul style="list-style-type: none"> • 2017 Executive Director of NZ Gambling Commission • 2010 – 2016 General Manager at NZ Serious Fraud Office, law enforcement agency responsible for fraud investigation • 1995 – 2010 Roles in professional services, advising on fraud and ethics investigations, as well as prevention and detection activities • Chartered accountant 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I see the relationship between WADA and the NADOs as critical in terms of two-way support and accountability. I want to cement those relationships, making them strong and successful, and move forward collaboratively with a true focus on the athletes whom our work most impacts.</p> <p>Furthermore, I would bring to the NADO EAG the multi-cultural approach New Zealand takes to our anti-doping programme, interweaving indigenous approaches to ensure accessibility and a varied perspective.</p> <p>This is vital through a diverse Pacific region.</p>	
What does Play True mean to you?	<p>The pure enjoyment of competing hard, leaving nothing behind, knowing the best person has won, where how you win is as important as winning itself.</p>	