




NADO EAG Candidate Biographies (Africa)

Last Name	KHAMIS	
First Name	Prof. Dr. Hazem	
Position and NADO	Chairman of Egyptian Anti-doping Organization (EGY-NADO)	
Anti-Doping Experience	<p>As the Chairman of EGY-NADO, I have a great experience in developing anti-doping policy and strategies to promote clean and fair sports practices. I am committed to establishing an effective strategic plan and building capacity. EGY-NADO has become a Tier 1 NADO, reflecting our organization's commitment to excellence, which has been recognized at various platforms, and I am eager to take this commitment to a broader, global scale through active participation in the WADA Expert Advisory Group.</p>	
Professional Career	<ul style="list-style-type: none"> • Bachelor of Medicine: Cairo University - 1986 • MSc: Zagazig University - 1991 • MD Cardiology: Zagazig University - 1995 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I want to support the developing countries to preserve the spirit of sports based on understanding, education and awareness. I would like also to provide all possible support to strengthen the anti-doping capabilities of developing countries through solidarity partnership and to contribute actively to the global anti-doping movement. I am enthusiastic about the opportunity to collaborate with esteemed professionals from around the world to address the evolving challenges in the field of anti-doping and enhance the WADA-NADO collaboration, building capacity of other NADOs and to provide guidance and recommendations to WADA in order to enhance the capabilities of NADOs in the global fight against doping.</p>	
What does Play True mean to you?	<p>It means the principle of fair competition and integrity in sport. It means competing honestly and without the use of performance-enhancing substances or methods to ensure equity and preserve the mental and physical health of the athlete. Overall, Play True encourages athletes to strive for success through their natural abilities and dedication, while maintaining ethical standards and abiding by the rules and regulations that govern sports competitions. Play True means we play sport through a transparent classification system; we follow the rules and we compete on a level playing field.</p>	

Last Name	KHIALI	
First Name	Réda	
Position and NADO	Managing director of the National Antidoping Agency of Algeria	
Anti-Doping Experience	<ul style="list-style-type: none"> • Managing director of the National Antidoping Agency of Algeria since September 2023 • Member of the NADO Algeria TUE committee between May 2022 and September 2023 • Member of the Disciplinary Committee of the NADO Algeria from March 2016 to May 2022 • Participation in the WADA Symposium on Therapeutic Use Exemptions in Incheon from May 31 to June 2, 2023 • Participation in education campaigns for athletes against doping with the NADO Algeria in collaboration with UNESCO at Ouargla, Tizi-ouzou, and Tlemcen • Participation in the Conference of States Parties to the World Anti-Doping Convention in Sport, October 2023 in Paris 	
Professional Career	<ul style="list-style-type: none"> • General doctorate in medicine in November 2006 • Doctor resident in general surgery between November 2007 and April 2013 at the University hospital center of Tizi Ouzou, Algeria • Doctor specialist in general surgery between July 2014 end May 2015 at the University hospital center of Tizi Ouzou, Algeria • Assistant professor in general surgery June 2015 – October 2020 at the Public hospital of Ain Taya, Algeria, and Algiers university 1 Benyoucef Benkhedda • Professor in general surgery since October 2020 at the Algiers university 1 Benyoucef Benkhedda 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<p>I have been present at the various steps of NADO Algeria's development, especially as regards the problems associated with compliance with the Code, and I am going to put my modest expertise, accumulated over many years, at the service of the NADOs of Africa. Representing African NADOs is a source of pride, but above all it is a responsibility that I feel I can fulfil with my availability and good communication.</p>	
What does Play True mean to you?	<p>Play true is a rule for me in my daily life, and in sport it represents equal opportunities for sportspeople, but also the preservation of health. I think that education and awareness-raising are the best ways of establishing a culture of clean game, especially as we are talking about a fairly young population with big ambitions.</p>	

Last Name	KOUKI	
First Name	Hela	
Position and NADO	Testing and Inspection Senior Manager Compliance Coordinator National Anti-Doping Agency (ANAD) Tunisia	
Anti-Doping Experience	<ul style="list-style-type: none"> • ANAD Tunisia Testing successive roles until currently Senior Manager of Testing and Inspection • Code Compliance team member (2015 and 2021 Codes) • National doping control plans implementation and assessment • Therapeutic Use Exemption coordination • ADAMS administration and business roles • Social science researcher and education activities contributor • National DCOs / BCOs coach and examiner • International DCOs (Doping Control Officers) trainer, collaborating with WADA Africa Office and African RADOs/NADOs • Antidoping operations member at major sport events 	
Professional Career	<ul style="list-style-type: none"> • Public Health Central Pharmacist • Quality manager and internal auditor at ANAD Tunisia • Lecturer at Medicine universities and health high schools in Tunisia • National legislative texts harmonization and implementation team member • Delegate member at Health Ministry national commissions on dietary supplements • International conferences speaker 	
Why do you want to be elected to the WADA NADO Expert Advisory Group?	<ul style="list-style-type: none"> • Raise the voice of African NADOs willing to fight efficiently against doping by remaining tuned to the regional stakeholders' challenges, emergencies and needs • Guide stakeholders towards balanced approaches taking into account the regional specificities and the compliance requirements • Contribute to strengthen the WADA x NADOs communication ways, mechanisms and tools with harmonized antidoping efforts in view • Assist implementing coordinated strategies and collaborative global efforts for positive changes in the antidoping landscape globally in Africa and globally • Activate partnerships in compliance with the Code and the regional innovation needs • Help initiating strategies and plans for more fruitful NADOs x NADOs capacities building opportunities for the benefit of the region and the antidoping framework 	
What does Play True mean to you?	<p>Play true means to me the right of everyone to natural, joyful and respectful sport practice through prevailing sport ethics for health and equity.</p> <p>I remain convinced that could be achieved on an inclusive way through strategic communication and innovative partnerships.</p>	

Last Name	SHIBUTSE	
First Name	Sarah Idieva	
Position and NADO	Chief Executive Officer Anti-Doping Agency of Kenya	
Anti-Doping Experience	<p>I helped start the Anti-Doping Agency of Kenya (ADAK) in 2016. This included developing all the Policy documents that guide the Agency to-date in its daily operations. With the reports that I receive from the various departments in the Institution and my interactions with them, my understanding of all aspects on anti-doping matters has deepened. Prior to my current position, I was the Director, Standards and Compliance at the Agency and in my docket were matters of Testing, Intelligence Gathering and Investigations, Therapeutic Use Exemptions, and Initial Reviews of all Anti-Doping Rules Violation.</p> <p>In 2017, I held office for about five months for the Executive Manager of the Africa Zone V Regional Anti-Doping Organization (RADO) where I got experience in handling anti-doping matters for the then nine member countries. I have been a joint secretary for the Kenya Anti-Doping Taskforce, appointed in 2013 for a period of six months by the then Minister for Sports.</p> <p>I am currently a member of the Governing Board of the Institute of National Anti-Doping Organizations (iNADO) and a Member Country Representative for Kenya at the Africa Zone V RADO. I have also been a member of the Independent Monitoring Group for the International Weightlifting Federation from 2020-2023.</p> <p>I have been a panel member at a few anti-doping workshops:</p> <ol style="list-style-type: none"> 1. 2018 WADA ABP Symposium – Rome, Italy 2. 2019 iNADO Workshop – Lausanne, Switzerland 3. 2023 iNADO Workshop – Lausanne, Switzerland 	
Professional Career	<p>At the Anti-Doping Agency of Kenya:</p> <ol style="list-style-type: none"> 1. Chief Executive Officer [August 2022 – to date] 2. Ag. Chief Executive Officer [February 2022 – August 2022] 3. Director, Standards and Compliance [December 2016 – January 2022] <p>At the Ministry of Sports:</p> <ol style="list-style-type: none"> 4. Principal Sports Officer, Department of Sports Headquarters, Nairobi [November 2014 to May 2016] 5. Joint Secretary – Anti-Doping Taskforce [November 2013 - March 2014] 	

	<ul style="list-style-type: none"> 6. District Sports Officer, Thika District [2000 – October 2009] 7. Manager – Gymnasium, Moi International Sports Centre [1998 – 2000] 8. District Sports Officer, Nyeri District [1997 – 1998]
<p>Why do you want to be elected to the WADA NADO Expert Advisory Group?</p>	<p>Having been one of the officers who helped establish ADAK to where it is now, I believe that I have the requisite experience and knowledge to ensure that the voice of the small NADOs and more so those from the Africa Region is heard.</p> <p>I have the networks within the region to be able to get information from the anti-doping fraternity on the challenges they are facing. This will help me in articulating their issues at the NADO EAG for onward transmission to WADA.</p>
<p>What does Play True mean to you?</p>	<p>Play True means more than just competing clean. It is a state of being with unshakeable values and principles of integrity, ethics and respect for self and others.</p>