

Valérie Horyna

Sports Lawyer with 12 years of international experience

leadership experience, multilingual, empathic, strong analytical skills



Professional Experience

- Since 12.2020 **SPORTSLEX, Switzerland**
Founder, Sports Law Consultant
- On-demand Legal & Governance Consulting Services for the sports industry.
- Since 11.2019 **FÉDÉRATION EQUESTRE INTERNATIONALE (FEI), Lausanne**
Tribunal Member (part-time)
- Adjudicating on equestrian cases (anti-doping, safeguarding, disciplinary, etc.) submitted to the Tribunal by or through the Secretary General as a sole arbitrator or as part of a three-member Panel.
- 08.2018 – 06.2021 **INTERNATIONAL HOCKEY FEDERATION (FIH), Lausanne**
Senior Legal Counsel (60%)
- Managing all FIH Legal & Governance department.
 - Providing general legal and governance advice to the FIH Directors on various legal issues related to the day-to-day business of the Federation.
 - Reviewing and drafting various commercial agreements, managing the registration of FIH Trademarks, advising upon legal aspects related to anti-doping matters, and managing litigation as well as governance.
 - Secretary to FIH Judicial Committees and Panels (Governance, Women in Sports, Disciplinary and Integrity).
 - Drafting and implementation of Regulations and Policies (Safeguarding Policy, Gender Equality Policy, Conflict of Interest Policy, etc.).
 - Public speaking engagements in the area of integrity, gender equality and good governance (IOC, UNODC, IF workshops, etc.).
 - Managing one Legal Counsel.
 - Advising upon communication crises and FIH reputation management.
- 01.2017 – 07.2018 **SABBATICAL, Southeast Asia & Europe**
- Travelling independently through Southeast Asia & Europe.
- 01.2009– 12.2016 **FÉDÉRATION INTERNATIONALE DE FOOTBALL ASSOCIATION (FIFA), Zürich**
Deputy Head, Ethics & Governance, Legal Division (09.2015 – 12.2016)
- Provided legal and administrative support to the Ethics and the FIFA Appeal Committee.
 - Establishment of measures to prevent violations to the FIFA Code of Ethics.
 - Implementation of ethics-related statutes, regulations, policies and proceedings.
 - Ensuring a better worldwide guarantee of integrity and good governance within football.
 - Advising member associations about ethics related matters.

- Represented FIFA before the Court of Arbitration for Sport (CAS) in ethics related cases.

Group Leader, Disciplinary & Regulatory, Legal Division (01.2015 – 08.2015)

- Lead and trained a team of legal counsels for disciplinary-related cases.
- Disciplinary and operational functions at FIFA competitions (FIFA Beach Soccer World Cup, Portugal).

Legal Counsel, Disciplinary & Regulatory, Legal Division (10.2013 – 12.2014)

- Correct application of the FIFA disciplinary and ethics procedures.
- Disciplinary and operational functions at FIFA competitions (FIFA Club World Cup, Japan; FIFA U-20 Women's World Cup, Canada).
- Legal and administrative support to the FIFA Judicial Bodies (Disciplinary, Appeal and Ethics Committee).
- Case handling related to enforcement of decisions, ethics, disciplinary, players' agent disputes, international friendly matches, extension of sanctions and transfer.

Group Leader, Players' Status & Governance, Legal Division (04.2011 – 09.2013)

- Lead and trained a team of legal counsels for international employment disputes within football.

Legal Counsel, Players' Status & Governance, Legal Division (01.2009 – 03.2011)

- Reviewed, processed and submitted international employment litigations to the relevant FIFA deciding bodies & represented FIFA before the Court of Arbitration for Sport (CAS)
- Written and/or oral advice on the regulations as well on general legal issues to players, clubs, member associations, agents, legal advisors, etc.

03.2008 – 09.2008 INTERNATIONAL MANAGEMENT GROUP (IMG) Schweiz AG, Zürich

Trainee – Event Management

- Onsite implementation assistance for major sports events (Tour de Suisse, Spengler Cup & Schweizer Fussball Cup).

Education

10.2007 – 02.2008	University of Fribourg, Master of Law
10.2006 – 08.2007	Université Libre de Bruxelles (ULB), Master of Law (ERASMUS)
10.2003 – 07.2006	University of Fribourg, Bachelor of Law
08.1998 – 07.2003	Zurich International School (ZIS)

Languages

German	Mother tongue
English	Fluent spoken and written (C2)
French	Business fluent spoken and written (C1)
Spanish	Business fluent spoken (B2); good skills written (B1)
Czech	Fluent spoken (C1); good skills written (B1)

Extracurricular Activities

Since 11.2021	WISLaw Board Member (Women in Sports Law)
Since 5.2021	IOC Member of Legal Working Group on the Prevention of Manipulation of Competitions, Lausanne
Since 5.2019	WISLaw Finance Committee Member (Women in Sports Law)
1.2020 – 30.6.2021	ASOIF Legal Consultative Group Member, Lausanne

EDV skills and interests

EDV	Extensive knowledge of MS Office suite
Interests	Sports, travelling, cooking and literature

Personal Details

Date of birth	15.01.1985, Swiss
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