

Valérie Horyna

Professional Experience

Since OCT '20 SportsLex, Lausanne

Founder

- Providing on-demand legal & governance services for the sports industry.

Since AUG '18 INTERNATIONAL HOCKEY FEDERATION (FIH), Lausanne

Senior Legal Counsel (60%)

- 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, amending and advising upon interpretation of the FIH Statutes and Regulations;
- Reviewing and drafting various commercial agreements;
- Advising upon legal aspects related to anti-doping matters;
- Managing the registration of FIH Trademarks and other applicable intellectual property;
- Managing litigation and other matters with external advisers;
- Managing governance matters within FIH and with its Committees and Panels;
- Advising upon communication crises and FIH reputation management.

JAN '17 – JUL '18 SABBATICAL, Southeast Asia & Europe

- Travelling solo through Southeast Asia & Europe;
- Further education in Blockchain & Cryptocurrencies. Legal consulting in a Blockchain startup.

JAN '09– DEC '16 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 within football.
- Advising member associations about ethics related matters.
- Represented FIFA before the Court of Arbitration for Sport (CAS) in ethics related cases.
- Cooperation with external national and international attorneys.
- Supported the Head in the creation of the new department.

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

- Lead and trained a team of legal counsels for disciplinary-related cases.

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

- Correct application of the FIFA disciplinary and ethics procedures.
- 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 matching system.
- Represented FIFA before the Court of Arbitration for Sport (CAS) in disciplinary related cases.
- Advised member associations for “Good Governance” implementation.

- Disciplinary and operational functions at FIFA competitions.

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.
- Responsible for the implementation of a new website section for Players' Status & Governance on fifa.com.

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

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

MAR '08 – SEP '08 International Management Group (IMG) Schweiz AG, Zürich
Trainee – Event Management

Pro Bono Activities

Since '20	Member of the ASOIF Legal Consultative Group
Since '19	Tribunal Member, FEI Tribunal (International Equestrian Federation)
Since '19	Member of the WISLaw Finance Committee (Women in Sports Law)

Education

OCT '07 – FEB '08	University of Fribourg, Master of Law
OCT '06 – AUG '07	Université Libre de Bruxelles (ULB), Master of Law (ERASMUS)
OCT '03 – JUL '06	University of Fribourg, Bachelor of Law
AUG '98 – JUL '03	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)

Personal Details

Date of birth	15.01.1985, Swiss
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