

OPEN CALL WLO BOARD OF DIRECTORS

JAN. 1, 2026-DEC. 31, 2028

Deadline: November 14, 2025



Founded in 1952, the World Leisure Organization (WLO), as a world-wide, non-governmental association of persons and organizations. The World Leisure Organization is committed to the belief that well selected leisure experiences improve quality of life for all – from childhood to later life. We draw our members from all parts of the world and from diverse areas of interest including play, recreation, the arts and culture, sport, festivals and celebrations, health and fitness, travel and tourism and education.

WLO is opening a Call for applications for Board of Directors (BOD) to serve for the 2026-2028 term. WLO BOD shall be comprised of up to 20 persons and must represent each continent, as dictates WLO's By-Laws. There is a **maximum of 2 Board seats open** for the 2026–2028 term. Please, see below the characteristics needed and how to apply.

WLO is committed to the belief that well selected leisure experiences improve quality of life and bases its work on the contents and intentions contained in several international conventions and covenants and on its own Charter for Leisure. Want to know more about the organization? [Click here!](#)

Characteristics needed for the 2026–2028 term

In accordance with the World Leisure Organization's By-Laws, it is determined that for the 2026–2028 term the organization needs a diverse board in terms of background, gender, and geography, as well as an influential board in terms of members' abilities, both individually and collectively, to influence international organizations responsible for developing and implementing policies in the leisure field and that may bring a wider range of ideas and insights, enhancing the organization effectiveness.

Thus, suitable candidates should have the following essential and desirable characteristics:

Essential characteristics

- is a Premium member of WLO
- has an expressed interest in thinking strategically and in contributing to the sustainability and growth of the WLO while maintaining the focus on the vision, mission, and values of the organization
- holds an undergraduate (BSc or BA) or a postgraduate (MSc, MA or PhD/EdD) degree in leisure studies or in a related field (e.g., sports, tourism, culture, recreation, hospitality, parks)
- reflects professional experience in the leisure field and/or industry, or academic experience in leisure studies (at least 5 years)
- has an expressed interest in improving professional standards in leisure and developing a career path for individuals in the field of leisure
- has a demonstrated understanding and appreciation of diverse cultures
- is in a position to help WLO increase its influence among national and international organizations in the leisure field as well as to enlarge WLO's network and strengthen relationship with relevant stakeholders
- proficient in English, both written and spoken
- demonstrates a deep understanding of the leisure industry, its trends, challenges, and opportunities
- demonstrates leadership role within organizations, particularly those related to leisure and recreation sectors. This includes proven ability to lead teams, make strategic decisions, and drive organizational goals forward.

Desirable characteristics

- participates in WLO events such as a WL Congress, WL Games, WL Forum, etc.
- has relevant academic or industry-based leisure-related publications
- is an active member in related professional organizations
- has knowledge of, or experience in, non-profit organizations
- has a professional background or experience in communication or in finance, especially with knowledge of fundraising processes or access to fundraising opportunities
- has an expressed interest in searching for innovative ideas/proposals in the field of leisure
- has served on a WLO committee or other past commitment to WLO within the past five years.
- has or is part of strong networks within the leisure and recreation industry, academia, government, or related sectors.

Reflecting upon the above characteristics, the organization will make every effort to achieve a balance of professional and occupational backgrounds and, therefore, each of the following constituencies will also be considered in the selection process:

- Academic (professors and researchers)
- Media/marketing professionals
- Officers of international governmental and non-governmental organizations
- Private sector leisure industry professionals
- Public sector leisure policy and management officers

Please Note:

Before submitting a nomination, nominators and self-nominees should carefully consider the requirement of the nominee to satisfy the essential characteristics for the 2026–2028 term.

WLO Board of Directors

Terms of reference

The primary role of the Board is to set policy and direction for WLO, including the approval of programs designed to accomplish its goals. The Board elects the Board Chair, Board Vice-Chair and Treasurer, and provides each with general guidance and direction. The Board appoints the Chief Operating Officer and provides them with general guidance and direction.

Board members contribute actively to the work of WLO at and between meetings. They also act as observers, interpreters, and evaluators of how well WLO is carrying out its policies and accomplishing its goals. As such, Board members:

- act in the best interest of WLO at all times
- attend Board meetings, prepare for, and act upon matters before the Board
- approve the budget and annual audited financial statements and ensure the financial performance of WLO
- approve, monitor, and evaluate programs and projects
- monitor WLO's progress towards its goals, revising or altering the direction in light of changing circumstances
- ensure that routine legal requirements, documents, and records are properly prepared, approved and maintained
- act as advocates for WLO by actively promoting WLO in their respective constituencies
- are not chosen to represent or advocate on behalf of a particular constituency
- bring resources to WLO through the active recruitment of persons, organizations, or funds
- co-operate and work with the Board Chair and Chief Operating Officer on specific tasks or assignments
- participate actively and effectively on committees of the Board
- participate regularly on WLO voting processes

Nomination procedures

Appointment and term

New Board members are elected by the WLO BOD for a term of three years (January 1, 2026 – December 31, 2028) and are eligible to be nominated for re-election for two additional three-year terms. Board members can serve for a maximum of 9 consecutive years, or 12 with a break.

Expressions of interest

Nominations may be made by members in any Premium membership category of WLO, in accordance with the requirements set out in the call for nominations. Premium Individual WLO members may self-nominate.

Expressions of interest should be sent to secretariat@worldleisure.org as e-mail attachments in PDF format, no later than **Friday, 14th November (23:59 CET, Bilbao-Spain time), 2025**, and must include:

- Completed and signed Nomination Form by the Nominee or the Nominator (**Annex 1** in the Application file).
- Completed and signed Consent Form by the Nominee (**Annex 2** in the Application file).
- Cover letter by **either** the Nominee or the Nominator (if any), which gives support to the nomination stating interest in the position and describing qualifications. The letter should also contain information about the applicant's potential contribution to the Board, as well as about their commitment to WLO's mission, vision and values. *
- Summary CV or Résumé of the Nominee — **2 pages maximum**.
- The names of two persons familiar with the nominee's professional or voluntary work. Please note that WLO might contact them as part of the election process (**Annex 3** in the Application file).
- Please write **"2026_2028_CALL_FOR_NOMINATIONS_BOD_NAME_SURNAME"** in the email subject.

* Please note that the Nomination Form and the Cover letter must be completed and signed by the same person, the Nominee **or** the Nominator (if any).

Deadline

All nominations must be received by the Secretariat no later than **Friday, 14th November (23:59 CET, Bilbao-Spain time), 2025**.

Incomplete applications or those received after the deadline will be considered INVALID and WILL NOT be accepted.



WORLD LEISURE ORGANIZATION (WLO)

World Leisure Organization is a non-profit organization registered in New York in Special Consultative Status with the UN Economic and Social Council since 1990.

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