

Elena BORRÁS ALCARAZ

Spanish. Married. Based in Madrid (SPAIN)

- **WORKING EXPERIENCE**

CURRENT

September 2020 – currently: President's Chief of Staff, Royal Spanish Handball Federation (RFEBM).

- Contact person for the daily business of the Federation which is directly linked with the President. Coordination between all Departments of the Federation and the President. Coordination of external affairs of the Federation when directly involved with the activity of the President's Cabinet.

October 2011 – currently: International Department, Royal Spanish Handball Federation (RFEBM).

- Contact person between RFEBM and European (EHF) and International (IHF) Handball Federations in matters of the following Areas: Technical Affairs, National Teams, President's Office, International Club Competitions, Financial, Disciplinary Committees, Regulations. Also, main contact with other bodies such as the Mediterranean Handball Confederation and the Spanish Higher Sports Council.
- Contact person for Spanish players working outside of Spain – assistance and guidance in all handball-related matters, in a wide range of personal and professional issues.
- Travel to the main international Events (Congresses, meetings, National Team competitions, etc.); contact person and key assistance to Board members and Sponsor Representatives attending the events. Contact person for specific fan groups travelling to International competitions supporting the Spanish National Teams.

September 2020 – currently: Member-Secretary of RFEBM's second-instance disciplinary body, the National Appeal's Committee.

- Addressing disciplinary appeals to decisions of the first-instance committee - issues that may arise on matches and official competitions at National Level involving members of RFEBM (clubs, players, coaches, members of the Board, referees...).
- This position has also been conducted on-site on various competitions: King's Cup; ASOBAL Cup; Queen's Cup, etc.
- Preparing the meetings and documents, communicating the decisions; publishing the decisions on the official RFEBM's website;

November 2021 - currently: Member of the IHF Arbitration Commission. Handles disputes regarding business activities, regulatory compliance, and international events, ensuring adherence to IHF Statutes and Legal Provisions.

Sept 2025 – currently: Member of the Nations Committee Women at the European Handball Federation, the body on which 6 representatives of a diverse ranking of National Federations create the strategy and action plan to implement in order to foster, invest and improve women's Handball through the National Federations.

Sept 2025 – currently: Member of the Nations Board at the European Handball Federation, the body composed of 3 representatives of both the Men's and Women's Nations Committee and that aims to strengthen and represent the interests of national teams and federations within the European Handball Federation (EHF) structure.

PREVIOUS

April 2021 – September 2025: Member of the Women's Handball Board (WHB), the body overseeing women's handball from diverse perspectives (NF, clubs, leagues, players...) of the European Handball Federation.

April 2020 – January 2022: Member of the "Interadministrative Commission" for the 25th IHF Women's World Championship – Spain 2021. Oversees legal compliance of the special conditions for sponsors in sporting events considered by the Spanish Governments as "Exceptional Public Interest Event".

September 2018 – September 2019 (end of the Event): Member of the "Interadministrative Commission" for the 12th IHF Men's Junior World Championship – Spain 2019. Oversees legal compliance of the special conditions for sponsors in sporting events considered by the Spanish Governments as "Exceptional Public Interest Event".

November 2016 – April 2021: Member of the EHF Court of Handball (CoH), the first-instance disciplinary body of the European Handball Federation.

- After being nominated to take part on any given case (marketing, game-related, doping cases amongst other issues) as member of a Panel, the member shall study the documents related to the case, discuss with the Panel members and President, and help prepare a decision based on facts, applicable regulations and former CoH decisions, in all respect of deadlines related to the respective competition.

January 2009 – September 2020: Member of RFEBM's first-instance disciplinary body, the National Competition's Committee.

- Addressing disciplinary issues that may arise on matches and official competitions at National Level involving members of RFEBM (clubs, players, coaches, members of the Board, referees...).
- This position has also been conducted on-site on various competitions: King's Cup; ASOBAL Cup; Queen's Cup, etc.
- Preparing the weekly meetings, receive all match reports, analyze their possible disciplinary consequences and after the meeting, communicating the sanctions; publishing the sanctions on the official RFEBM's website;
- Handling the appeals to the National Appeal's Committee, and providing them with the corresponding files/data.
- Coordination of the match calendar with the Competitions' Department; relations with the Men's League and the Regional Federations as per participation of players with special licenses in the national competitions; transfer of competition rights between clubs; education compensation between clubs of the Spanish Federation; nonpayment of salaries in the highest ranked national categories; etc.

October 2014 – August 2015 (end of the Event): International Relations – Organizing Committee for the 2015 Women's Junior European Championship. Contact with participant National Federations, IHF, international organizations, sponsors, international handball personalities, other stakeholders. Contact with local administrations and team guide vice-coordinator.

October 2011 – February 2013 (end of the Event): International Relations – Organizing Committee for the 23rd IHF Men's World Championship – Spain 2013. Contact with participant National Federations, IHF, international organizations, sponsors, international handball personalities, other stakeholders.

September 2011 – March 2013: Secretary of the Consortium for the 23rd IHF Men’s World Championship – Spain 2013.

- Consortium: a specific body formed by representatives of the Government (Higher Sports Council, Economy and Tax Ministry) and RFEBM. It’s set-up in all international sporting Events in Spain; Its aim is supervising the marketing bids and making sure that the Sponsorship Contracts for such event are in line with Spanish Laws, namely tax benefit regulations.

August 2010 – October 2011: Legal Department – President’s Chief of Staff both at the National (FNEID) and the Madrid Region’s (ASOMED) Fitness Clubs and Sports Facilities’ Associations;

- Main contact with the European and International Associations of Fitness and Physical Activity: institutional spokesperson with EHFA, EASE, EOSE.
- Technical Area Responsible: assistance to Board of Directors of INESPORT – IBV (Instituto de Biomecánica de Valencia), prestigious University Laboratory on which investigations and development of technologies in equipment and facilities in Sports are conducted.

November 2007 – March 2011: Directors’ Board – Academic Coordinator - Master Online on Sports Law and Management of Sports, ISDE - IUSPORT.

- Coordination of the academic program’s execution; Draft of the academic program and schedule; Choice and management of the Teacher Board;

January 2009 – March 2010: Legal Internship in one of the best Spanish Law Firms: “Gómez-Acebo y Pombo” (Madrid), Sports Law Department.

- Legal assistance to Spanish Olympic Athletes through the Athlete’s Attention Office (belonging to the Spanish Olympic Committee). Legal assistance in proceedings before the Court of Arbitration for Sport (CAS) in Lausanne – working alongside the late Fernando Pombo (CAS arbitrator).
- Legal assistance provided to: Olympic Bid Madrid 2016, 1st Games of the Integration. Basic assistance in Sponsorship deals with top Spanish athletes (with a major American Equipment Corporation). Key assistance in arbitration cases, contract drafting, elaborating legal strategies, mediation, conciliation....

September 2007 – February 2008: Legal Internship linked to the Master in International Sports Law, in prestigious Spanish Law Firm Pintó Ruiz & Del Valle (Barcelona). Assistance to Senior Lawyers on International Sports Law cases related to doping, contract breach, sponsorship personal contracts between companies and athletes. Working directly with the most relevant Spanish CAS arbitrator, Mr. José Juan Pintó Sala.

- **MAIN ACADEMIC BACKGROUND**

- 2007** Law’s Master Degree in International Sports Law (1st edition, held in English language). ISDE- IEB (Madrid). Qualifications: Honorary Mention.
- 2006** Law Degree, Pompeu Fabra University, Barcelona.

- **COMPLEMENTARY EDUCATION**

- 2018** Course on “Management and Protocol at Fashion Events” – Elle Business School. Drafting, management and presentation of working documents.
- 2014** EHF Club Management Seminar (3rd edition) - “Media Management – Best Practice”– Seminar held in Cologne during the VELUX EHF Champions’ League Final4.
- 2012** Master Class “Doping in Sport: juridical instruments from an international point of view”, given by Mr. Julien Skieving, WADA legal affairs. Seminar “The modernization of the

sports model in Spain: starting point and possible aims", Spanish Association of Sports Law.

- 2011** Congress "Sports Management in Spain: Innovation and New Ways of Work in Sports Management", FAGDE (Sports Managers' Associations' Federation in Spain).
- 2010** Seminar "The ending of labor contracts for professional athletes nowadays". Department for Studies and Investigation on Sports Law - King Juan Carlos University.
- 2009** Seminar "Sports Sponsorship on a Changed Market: Alternatives to confront the recession", organized by "Unidad Editorial".
- 2008** III Congress AEDD, Spanish Association of Sports Law, "The new Disciplinary Sports Law". Seminar "Current affairs on labor contracts in sports" hosted on RFEF (Royal Spanish Football Federation).
- 2007** International Congresses, such as "FIFA's Regulations on the Statute and Transfer of Players". Seminar "Players' Agents: current status", both hosted by RFEF (Royal Spanish Football Federation).
- 2005** Course on Social & Business Etiquette and protocol (40 hours), Pompeu Fabra University

- **OTHER UNDERTAKINGS**

Lecturer in several Sports Law and Sports Management programs held, amongst others, by the European Handball Federation (EHF Club Management Course 2019); Real Madrid's College&University (which belongs to the European University of Madrid); "Estudiantes" Basketball Foundation; ISDE (former student, then teacher); and former employers Gómez-Acebo y Pombo.

- **LANGUAGES**

Spanish and Valencian / Catalan: mother tongues.

English: high level on reading comprehension, writing and speaking. Constant use in everyday work.

French/Italian: very basic notions, previous work with legal documents.

- **IT SKILLS**

User Level - Office; Office 365. Good knowledge of web browser use and Internet navigation. Advanced user level on social media.

- **PERSONAL INTERESTS**

Handball. Travelling. Coaching and Mindfulness. Public Relations and Networking.