



# DR. RODRIGO ARIAS GRILLO

ARBITRATION, ETHICS, INTEGRITY, GOVERNANCE, LAW.

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[www.ariasgrillo.com](http://www.ariasgrillo.com)

## PROFESSIONAL PROFILE

Senior lawyer with over 15 years' experience and expertise in sports arbitration, ethics, compliance, integrity and governance. My professional goal is to continue to promote leadership and strategic direction in the field of ethics, sports law and integrity at international level. With my leadership, experience, team spirit and communication skills, I adapt easily to new working environments.

## SKILLS

**Areas of expertise:** arbitration, compliance, communication, ethics, compliance, education, crisis management, integrity, governance, investigations, regulatory, safeguarding.

- **Capacity building:** Extensive project management, education and execution experience in sports governance, ethics and law programmes in Asia, Africa, America, and Europe.
- **Stakeholder management:** Experience as focal point for international stakeholders' and engagement with key influencers and decision makers.

Experience in dealing with stakeholders such as sports confederations, Council of Europe, FIFPRO, International Olympic Committee, Interpol, United Nations.

## AWARDS AND RECOGNITIONS

[International Anti-Corruption Excellence Award - 2024](#)

*Category: Safeguarding Sports from Corruption*

Awarded by the **Rule of Law and Anti-Corruption Center (ROLACC)** with support from the **United Nations Office on Drugs and Crime (UNODC)**, this accolade honors significant contributions to combating corruption in sports. As a joint winner of the 2024 award, I was recognized for my commitment to promoting integrity and ethical governance in sports on a global scale.

## PROFESSIONAL CAREER

09/2010 - 12/2013 and 06/2022 - Present

**Sportia Law** | Madrid | Co-founder

Specialized international sports law firm based in Madrid.

Managing Director

- Advised sports associations, clubs and players unions on matters related to national regulatory framework, sports regulations and jurisprudence on key sports law disputes.
- Delivered consultancies (i.e., bill drafting) assigned by international organizations such as the PNUD (United Nations Development Program) on sports law matters.
- Defended athletes, agents, players, and coaches before judicial bodies of sports associations (i.e., FIFA) in contractual and labor disputes.
- Represented clients before the Court of Arbitration for Sports on sporting disputes. Extensive experience in sports arbitration.
- Directed and lectured academic programs and courses related to international arbitration, contractual disputes, international sporting events, integrity, image and TV rights and good governance in sports.

01/2024 - Present

**O REI Sports Law Institute** | Madrid

Co-founder and Managing Director

- Lead academic and strategic development of O REI, with a focus on ethics, governance, and integrity in sport.
- Design and deliver capacity-building programmes, courses and trainings for associations, lawyers and students through practical cases and legal analysis.
- Build international partnerships to strengthen professional pathways and ethical standards in sports law.

03/2024

**FISU** | Geneva

[Vice-Chair – Legal Committee](#)

- The Legal Committee is a non-permanent commission with a role both consultative and operational on juridical, ethics and governance issues.

01/2024 - 01/2026

**FIFA** | Zurich | Free-lance

Governance consultant – FIFA Strategic Projects & Governance.

FIFA Member Associations Division.

- Establish a culture of governance, development, and leadership for FIFA member associations.
- Support FIFA member associations on governance-related projects (crisis management, development, special projects, etc.)
- Lead, support and follow up on MA normalization committee mandates and functions.
- Represent FIFA in governance related missions, workshops, and congresses.

01/2023 - 01/2024

**FIFA** | Zurich | Free-lance

Integrity Officer Americas

- Establish a culture of leadership, athlete protection, empowerment, governance, and sports development for the protection of integrity of football in the Americas region.
- Protect the football matches and competitions of the FIFA member associations of the Concacaf and Conmebol regions
- Protect players, coaches, and football officials from sporting and ethical misconduct.
- Support defining and executing FIFA's objectives and strategic goals for the Americas region in terms of integrity.

06/2016 - 06/2022

**FIFA** | Zurich | Permanent contract

Senior Integrity Manager

- Empowered, advised, and trained over 30 of FIFA's member associations (MAs) between 2020 and 2022 to implement their national integrity and anti-corruption programmes.
- Supported the definition and execution of FIFA's strategic objectives for integrity in the Americas region, while providing continuous assistance to confederations on governance, projects, and stakeholder engagement, with a focus on CONCACAF and CONMEBOL.
- Advised and guided over 40 integrity investigations conducted by FIFA's member associations in 2021, ensuring successful and compliant outcomes.
- Designed and developed comprehensive integrity materials to support FIFA member associations in establishing and implementing their own integrity initiatives.
- Led risk assessments and developed action plans to protect the integrity of FIFA competitions, including the 2018 FIFA World Cup Russia, represented FIFA before international stakeholders at expert panels and events, and directed on-site supervisory visits and field investigative and development missions.

06/2009 - 05/2016

**LALIGA** | Madrid | Permanent contract

Legal & Integrity Department Responsible

- Defined the policy and action plan of integrity matters: anti-corruption, athlete protection and development, competition protection, discrimination, ethics, disciplinary, good governance, inclusion, match manipulation, online abuse and misconduct, and safeguarding.

- Developed and executed wide array of educational, preventive, and capacity building initiatives on anti-corruption, ethics, integrity, and sports development.
- Managed the collection, processing, and analysis of whistleblowing information and intelligence related to ethical and disciplinary misconduct and lead response policy, reports, and measures.
- Represented LALIGA before international stakeholders such as the Council of Europe, FIFPRO, SROC, IOC, Interpol, Europol, FIFA, and UEFA.

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## EDUCATION AND CERTIFICATIONS

01/2022 - 06/2022

**Sports Law Institute** | Madrid

Executive Programme in Compliance in Sports (SLI, 2022)

Key areas: Ethics, policy and leadership, crime prevention, good governance, transparency.

01/2020 - 06/2020

**Spanish Compliance Association (ASCOM)** | Madrid

International Certified Compliance Professional (IFCA, 2020).

Key areas: anti-corruption, ethics, money laundering, market abuse, data protection.

09/2008 - 06/2013

**Universidad Rey Juan Carlos** | Madrid

Ph.D. Constitutional Law: Public law - Apto Cum Laude

09/2008 - 06/2009

**Instituto Superior de Derecho y Economía (ISDE)** | Madrid

Master: International Sports Law

09/2006 - 07/2008

**Universidad Carlos III** | Madrid

Master: International Sports Law

01/2000 - 12/2005

**Universidad de Costa Rica** | Costa Rica

Law Degree

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## LANGUAGES

**Spanish**

Native

**English**

Bilingual

**French**

Beginner (not working language)