

BENOÎT PASQUIER

Partner | CAS Arbitrator | SSAC Arbitrator | UCI License Commission member
Former AFC General Counsel | Former FIFA Deputy Secretary (Disciplinary & Ethics)
LL.M. International Sports Law



EXECUTIVE PROFILE

Swiss-qualified international sports lawyer, CAS arbitrator and partner with over 15 years of experience operating at the highest levels of international sport governance advising global organizations on governance reforms, commercial and competition bidding frameworks, and institutional crisis management. Former General Counsel and Director of Legal Affairs of the Asian Football Confederation (AFC), advising Board leadership on strategic, regulatory and commercial matters. Combines institutional governance expertise, commercial rights negotiation (media, sponsorship, merchandising), and international dispute resolution with a global network across sports organizations, commercial entities, and decision-makers. Previously served at FIFA as Deputy Secretary to the Disciplinary and Ethics Committees, conducting high-profile integrity proceedings and representing FIFA before CAS. Positioned to contribute at senior partnership and firm leadership level.

PARTNER - Charles Russell Speechlys, Zurich, Switzerland

11/2022 to present

- Attorney-at-law with a dedicated practice in international sports law with clients across Europe, Middle East, and Asia
- Provides legal, governance, and strategic counsel to athletes, sports organizations, governments, and commercial entities
- Developed recurring advisory mandates in governance, disciplinary proceedings, and commercial structuring
- Worked on successful bidding processes for major sporting events in the Middle East

ARBITRATOR - Saudi Sport Arbitration Center, Riyadh, KSA

01/2026 to present

- Member of the list of accredited arbitrators at the SSAC. The Center serves as the highest judicial authority for sports-related disputes in the Kingdom of Saudi Arabia

MEMBER – UCI License Commission Member, Aigle, Switzerland

09/2021 to present

- Independent Member of the Union Cycliste Internationale License Commission, competent body for issuing, reviewing, withdrawing, and attaching conditions to UCI WorldTour and UCI Women's WorldTour license and ensuring that license-holders continuously comply with the terms of the license

ARBITRATOR - Court of Arbitration for Sport, Lausanne, Switzerland

07/2019 to present

- Appointed as arbitrator on the General list and Football list.

FOUNDER & OWNER - BP Sports Law, Zurich, Switzerland

05/2020 to 10/2022

- Attorney-at-law with dedicated practice in international sports law
- Provided legal, good governance and strategic advice to athletes, federations, clubs, governments, and commercial entities

GENERAL COUNSEL - Asian Football Confederation, Kuala Lumpur, Malaysia

10/2013 to 04/2020

- Managed the AFC Legal Department composed of the Disciplinary-Ethics & Regulatory Unit, the Commercial, Corporate & IP Unit, and the Integrity Unit
- Senior Advisor to the AFC President and the AFC General Secretary, the AFC Executive Committee, and the AFC Standing Committees
- Member of the AFC General Secretariat Management Board
- Member of the campaign team for the FIFA Presidential elections for candidate Sheikh Salman (AFC President) in 2016
- Member of the delivery team of the AFC Asian Cup 2015 Australia and Asian Cup 2019 UAE
- Member of the tender team which negotiated a multi-billion (USD) agency agreement in 2018

DEPUTY SECRETARY - FIFA, Zurich, Switzerland

04/2011 – 09/2013

- Deputy Secretary to the FIFA Disciplinary Committee and to the Investigatory Chamber of the FIFA Ethics Committee
- Conducted disciplinary and ethics proceedings and presented cases in front of the FIFA judicial bodies
- Represented FIFA in front of the Court of Arbitration for Sport (CAS) in disciplinary, ethics and doping cases
- Appointed Disciplinary Officer at FIFA tournaments (FIFA WC Men U-20 Colombia 2011, FIFA WC Women U-17 Azerbaijan 2012, FIFA Futsal WC Thailand 2012, FIFA Club WC Japan 2012)
- Involved in match-fixing proceedings and collaborated with Interpol in different seminars for Member Associations (US Soccer in New York and Austrian Football Federation in Vienna)

ATTORNEY-AT-LAW – Bichara e Motta, Rio de Janeiro, Brazil

08/2010 – 12/2010

- Negotiated, reviewed, and drafted football transfer agreements and sponsorship agreements for professional football players
- Represented clients before FIFA bodies and CAS

LEGAL & COMPLIANCE OFFICER - UBS AG, Zurich, Switzerland

06/2007 – 08/2009

- Worked as Legal and Compliance Officer in a rotation program called Young Professional Pool (worked in several Legal and Compliance departments within the bank)
- Actively involved in anti-money laundering processes, account openings, due diligence procedure and related legal issues

EDUCATION HISTORY

LLM in International Sports Law at ISDE, Madrid, Spain

01/2010 – 12/2010

- Attended lectures on different topics such as sports institutions, sports law (contract law, labor law, doping and state law, civil and criminal liability of sportsmen), business law (IP law, marketing, commercial sponsoring, merchandising and TV rights) and alternative dispute resolution system

Swiss Bar Admission, Fribourg, Switzerland

02/2007

ADDITIONAL INFORMATION

- Languages:
 - French: native speaker
 - English: fluent
 - German: fluent
 - Portuguese: intermediary
 - Spanish: intermediary
- Awards:
 - Legal 500 (EMEA): next generation partner 2024 & 2025
 - Leaders League: highly recommended in 2024, excellent in 2025
 - PME and Handelszeitung: best law firms in sports law
 - Leaders Under 40 Award 2017 category "Legal & Governance"
- Speaking Engagements:
 - Olympic Council of Asia legal workshop Abu Dhabi 2025
 - Ankura Conference on Sports Regulations Riyadh 2024
 - Ankura Conference on Sports Governance Lausanne 2023 and 2025

- Legal workshop for the AFC in Kuala Lumpur 2023
 - LawInSport Conference London 2023
 - UNODC “Safeguarding Sport from Corruption” Vienna 2019
 - Guest Lecturer at the FIFA Master from 2019 to 2023
 - ISC, Integrity in Sports Geneva 2018
 - SIGA Conference Rome 2018: “Integrity in Sport”
 - Match-fixing Conference London 2018
 - Club Licensing and match fixing Beijing 2016
 - Arbitration in Sport, Kuala Lumpur Regional Center for Arbitration 2016
 - Guest lecturer at Columbia University, Global Sports Law, New York 2015 and 2016
- Memberships:
 - RexSport sports law association
 - Swiss Association of Sports Law
 - Editorial Board member of “Football Legal”
 - Recent articles:
 - IOC and UNODC “Reporting mechanism in sport, a practical guide for development & implementation”
 - Podcast “Extra Time”: CAS the supreme Court of Sport
 - What is needed from governing bodies in sport to ensure a more equitable future at the Olympic and Paralympic Games?
 - Interests:
 - Family
 - Football, golf, ski, tennis
 - Travel and gastronomy