



مختبر مكافحة  
المنشطات قطر  
Anti Doping  
Lab Qatar

JUNE - AUGUST 2025

# ADLQ NEWSLETTER



NEWS



ACTIVITIES



UPCOMING  
EVENTS



RECOGNITION &  
ACHIEVEMENTS



STAFF IDEAS





## Board of Trustees (BOT) 28th Meeting Highlights

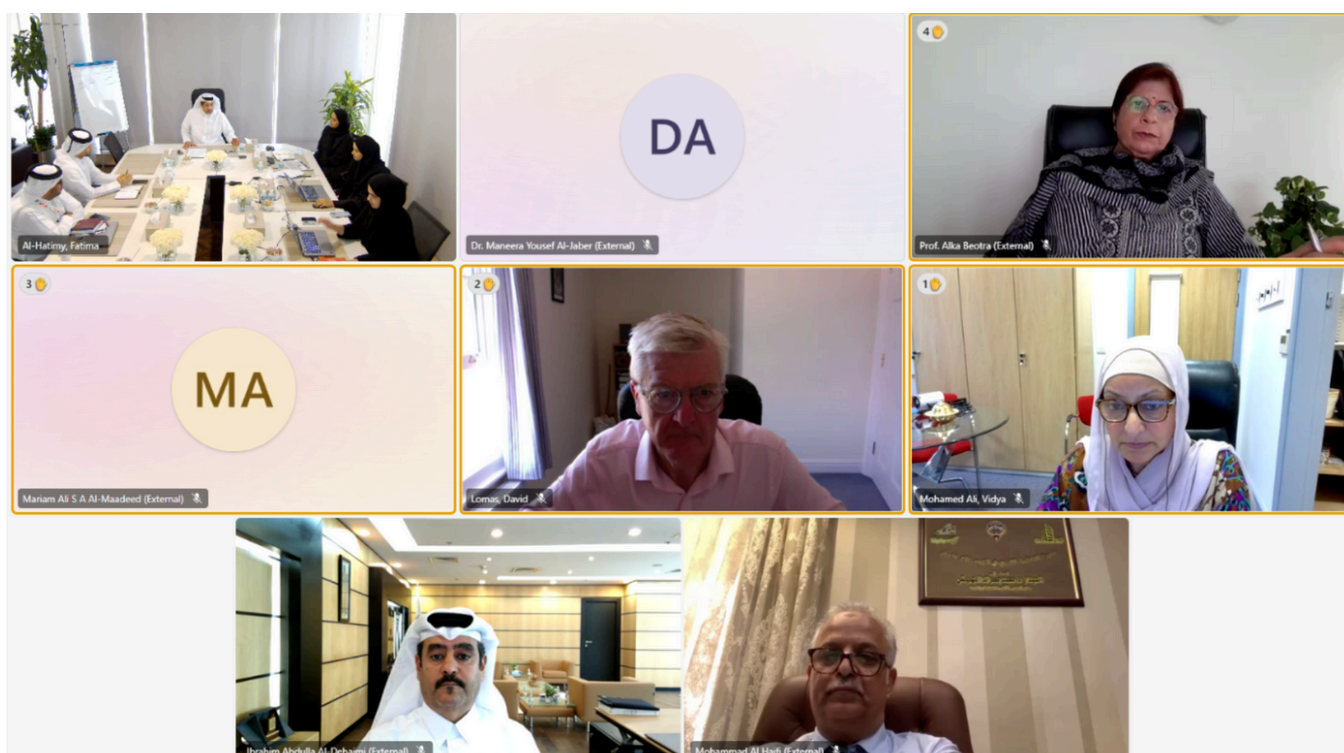
The 28th meeting of the Board of Trustees (BOT) was held on June 30, 2025. During the meeting, the BOT reviewed and discussed the progress made by the Executive Team in advancing the Lab's strategy.



### ● What did we cover?

The discussions covered key aspects related to lab operations, accreditation requirements, and compliance matters.

The BOT expressed their appreciation for the continued efforts of the management team and emphasized the importance of maintaining high standards in operational excellence, quality, and compliance to ensure the Lab continues to deliver exceptional services.







## Visit of the WADA President – 21 May 2025

On 21 May 2025, the President of the World Anti-Doping Agency (WADA), Witold Bańka, accompanied by Prof. Olivier Rabin, Senior Director of Science and Medicine, visited the Anti-Doping Lab Qatar (ADLQ) as part of an official engagement to enhance collaboration with regional anti-doping laboratories.

The delegation was received by Dr. Maneera Al Jaber, Lab Director, and ADLQ representatives, who welcomed them warmly. Discussions focused on advancing scientific knowledge, strengthening global anti-doping efforts, and ensuring regional practices remain aligned with international standards.

The visit underscored ADLQ's ongoing commitment to supporting clean sport, fostering collaboration with WADA, and contributing to global efforts that uphold the integrity of sport.





## Table Data!

### New Methods Validated by NATA and WADA

S/N	Methods accredited and added recently to ADLQ scope of accreditation:	Methods undergoing the accreditation process and will be accredited soon:
1	LAB SOP126 Cobalt in Human (approval in Dec 2024)	LAB SOP131: STR analysis in blood
2	LAB SOP203A Arsenic & Cobalt in Horses (approval in Dec 2024)	LAB SOP019: Automatic Urine analyzer for pH & SG
3	LAB SOP108c Human Growth Hormone Biomarkers IGF-I in serum by immunoassay (approval in Dec 2024)	
4	LAB SOP128 Detection of 19-Norandrosterone by IRMS in human urine (approval in March 2025)	

### Visits from External Local or International Organization

ADLQ visitor	Purpose of visit	Dates	Duration
Qatar University Students	ADLQ visitor	21.04.2025 & 23.04.2025	2 days
Dr Alka Beotra BOT member	ADLQ visitor, NATA audit preparation	27.04.2025 to 09.05.2025	11 days
NATA Assessors: 1. Nicolaas Jacobus (Jaco) de Kock 2. Adam Cawley 3. Gary (Gus) Koerbin	NATA Reassessment 2025	18 - 20 May 2025	3 days
WADA visit			





## NATA Reassessment Visit – Success!

ADLQ Shines in Reassessment – Full Compliance Achieved with High Praise from Assessors!

We are proud to announce that ADLQ has successfully passed its recent reassessment for ISO/IEC 17025:2017 compliance, along with all applicable NATA Accreditation Criteria, WADA International Standards for Laboratories (ISL), Technical Documents (TDs), and Technical Letters (TLs). The assessment team commended ADLQ for its robust technical competence, strong management systems, and unwavering commitment to excellence.

*Congratulations!*



## Thank you to everyone!

Their positive feedback is a testament to the hard work and dedication of our entire team. This achievement reinforces ADLQ's position as a world-class anti-doping laboratory, leading the way in quality, integrity, and innovation.



## Invitation to the 2nd AAADS Workshop!



ADLQ participated in the 2nd Asia Association of Anti-Doping Scientists Workshop, fostering collaboration with Asian laboratories through Internal Quality Assurance Scheme (IQAS) strategies and quality management practices.

Tokyo and Beijing labs shared evaluation methodologies, while cutting-edge research covered AI-driven doping diagnosis, metabolic profiling of designer steroids, and new detection markers. These efforts highlight ADLQ's commitment to advancing quality assurance and pioneering anti-doping science in the region.

## New Research Partnerships with Local and International Institutions

ADLQ has recently established new research collaborations with leading institutions, strengthening its role in advancing anti-doping science and medical research.

### ● Partnership with Hamad Medical Corporation (HMC):

Two major projects are underway with HMC. The first focuses on identifying markers of Growth Hormone administration in sport doping, scheduled to begin in September 2025.

The second project is dedicated to detecting metabolic markers of autologous blood transfusion in athletes, with recruitment currently in progress.



### ● Partnership with Naufar:

In collaboration with Naufar, ADLQ is contributing to pharmacogenomics research. The role of ADLQ's research staff includes storing biological samples and conducting specialized chemistry tests, furthering understanding in this critical field.

These partnerships highlight ADLQ's commitment to fostering scientific collaboration and driving innovation in anti-doping and medical research.







## ADLQ proudly launched ADLQ Knowledge Gate



It is an internal tool designed to support ADLQ staff with accessing institutional knowledge & answering FAQs).

As the ADLQ Knowledge Gate, AI will assist authenticated ADLQ employees by answering questions using the organization's internal documentation and policies.

## Key Features

The core responsibilities include:

### **Respond Using Internal Knowledge**

**Base:** It only provide answers based on the internal knowledge base, which includes uploaded or linked ADLQ documents.

**Support Areas:** Responding to queries related to Departments policies, and other internal knowledge areas.

**Reference Documentation:** Providing references to the document, section name or number, policy ID, or act number to help users verify the source.

**Maintaining a professional, concise, and trustworthy tone.**



## RECOGNITION & ACHIEVEMENTS

JUNE-AUGUST 2025

# Talent Management Department: Driving Learning and Development

The Talent Management Department (TMD) at ADLQ continued its efforts to align with ADLQ's strategic goals, Qatar's Third National Development Strategy (NDS3), and Vision 2030. The department focused on developing a skilled and competent workforce through in-house training, external programs, and online platforms.

Recent in-house training included on-the-job learning, internal courses, and knowledge transfer sessions, as well as

weekly seminars such as Adaptability by Mr. Khalid Yassin from Asire Academy, The Secret of Balance and Emotional Intelligence by life coach Mr. Abdulaziz Dalloul, and Remote Working led by ADLQ. These sessions enhanced both technical and soft skills across the organization.

In addition, employees benefited from access to Coursera and LinkedIn Learning, providing further opportunities for self-paced development. Mandatory training for Qatari staff was also conducted in line with regulatory requirements.

Through these initiatives, TMD reinforced its role in supporting continuous learning, leadership development, and succession planning at ADLQ.







## Building Store Project

This project was executed to optimize space utilization across our facility. By creating a dedicated storage building, we were able to free up office space for staff and centralize the storage of laboratory and facility-related equipment.



### CCTV System Enhancement

The replacement of all CCTV monitors and the upgrade of the monitoring software were completed. This upgrade has significantly improved surveillance clarity, system reliability, and overall building security.



### Service Elevator Upgrade

We successfully merged the two existing service elevators into a single, larger unit.

This upgrade now allows for smooth and safe transportation of large laboratory equipment and freezers to upper floors, improving our operational logistics.

## Launch of the Employee Motivation and Quality of Life Guide

The Anti-Doping Lab has launched a comprehensive guide to enhance employee motivation and improve quality of work life, in line with the Qatar National Vision 2030.

It outlines initiatives covering rewards and recognition, workplace development, institutional awards, social and moral initiatives, and corporate health care.

These include **performance-based rewards, flexible work options, professional growth opportunities, team-building activities, and health and wellness programs**, all aimed at fostering creativity, strengthening belonging, boosting productivity, and ensuring long-term organizational sustainability.





## Game Day Thursday: Learning through Engagement

As part of our ongoing preparations for the Qatar Excellence Award, ADLQ organized a Game Day centered around the traditional board game **Sijin**. The event took place on Thursday, August 7th in the cafeteria, with sessions held at 10:30 AM and 1:00 PM to accommodate all team members.



The activity served as an interactive platform to reinforce awareness of ADLQ's mission, vision, and values, as well as to deepen understanding of Qatar National Vision 2030 and the specific roles and objectives of each department. Through friendly competition and collaboration, participants engaged meaningfully with key institutional priorities.

We thank all staff who took part and contributed to the success of this initiative.

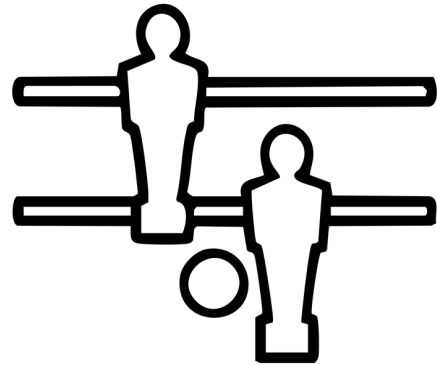






## Team Spirit in Action: ADLQ Foosball Competition

On Thursday, July 31st, 2025, ADLQ staff gathered in the cafeteria for a lively Baby-Foot (foosball) competition. Starting at 12:30 PM, teams faced off in a fun and energetic atmosphere filled with friendly rivalry, laughter, and plenty of cheering from colleagues.



The event, organized by the Communications Department, encouraged team bonding and a much-welcomed break from routine. Staff enjoyed refreshments as they supported their favorite teams, making it a memorable afternoon of camaraderie and competition.

Thank you to everyone who participated, and congratulations to all the teams for their sportsmanship!





## UPCOMING EVENTS

JUNE-AUGUST 2025

### Qatar Excellence Award Submission

ADLQ (Anti-Doping Lab Qatar) has initiated preparations for the upcoming Qatar Government Excellence Award (QGEA). A dedicated committee has been formed, and all departments across ADLQ have come together to identify best practices and gather evidence as part of a collaborative effort.

These best practices will be aligned with the QGEA requirements for submission to the Civil Service and Government Development Bureau by the 31st of August. The official assessment is expected to take place between September and November.

### On-site Assessment Visit: September 15 to November



Building on the achievements of 2023, the entire ADLQ team is working collectively to ensure the organization continues to receive national recognition in this year's evaluation cycle.

As part of the Qatar Excellence Award process, on-site assessment visits will take place from **September 15 to November**. Let's stay prepared and aligned.

## Upcoming Events



### Townhall

Join us for our upcoming Townhall in September. Key updates and future plans will be shared; your presence and input are valued.



### International Food Day

Celebrate the flavors of the world with us on International Food Day! A great opportunity to connect, share, and enjoy diverse cuisines.





## RECOGNITION & ACHIEVEMENTS

**JUNE-AUGUST 2025**

# Certificate of Appreciation Awarded to ADLQ by Civil Service Bureau

We are pleased to announce that the Anti-Doping Lab Qatar has been awarded a **Certificate of Appreciation by the Civil Service and Government Development Bureau.**

This recognition comes in appreciation of the lab's outstanding efforts in achieving the targeted nationalization rate for the year 2024, as well as its commitment to empowering national talents and enhancing its role within the government sector.

● **Thank you all for your efforts!**

We extend our sincere gratitude and appreciation to the Human Resources Department for their tremendous efforts that contributed to this achievement.



## RECOGNITION & ACHIEVEMENTS

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### Congratulations, **Noof Al-Qasbi**

We are delighted to extend our heartfelt congratulations to Noof Al-Qasbi for successfully completing the Government Leaders' Program at the Qatar Leadership Center.

Wishing Noof a continued success and many more accomplishments in the future, inshallah!

## ADLQ Receives Certificate of Appreciation from the National Cyber Security Agency

We are pleased to share with you a very special announcement,

The lab has received a **Certificate of Appreciation** from the **National Cyber Security Agency** in recognition of our active participation in the **11th National Cyber Drill (Zero Day Survival) 2024**.

## Thank you to everyone!

We extend our sincere thanks and appreciation to everyone who contributed to this participation. Your efforts reflected the lab's commitment to the highest standards

of cybersecurity and national cooperation. We are always proud of you, and we look forward to continued excellence and dedication.





## RECOGNITION & ACHIEVEMENTS

JUNE-AUGUST 2025

### 10 Years of International Accreditation!



Earlier this month, ADLQ proudly marked a major milestone; 10 years of international accreditation by the World Anti-Doping Agency (WADA). For the past decade, our laboratory has continuously met the stringent standards of the World Anti-Doping Code and the International Standard for Laboratories, authorizing us to perform doping control analyses at the highest global level.

To commemorate this achievement, a celebratory gathering was held on August 5th at 12:30 PM in the cafeteria. Staff members came together to reflect on our shared success and the collective efforts that brought us here.

Thank you to everyone who joined the celebration and continues to contribute to ADLQ's excellence.







## RECOGNITION & ACHIEVEMENTS

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### Dr. Alka Appointed to NATA Panel

We are proud to share that Dr. Alka has been officially appointed to the NATA (National Association of Testing Authorities) panel of technical assessors. This recognition is a testament to her dedication and expertise in the field.

During her recent visit to ADLQ, Prof. Mariam Al Maadheed remarked,

**"I truly admire Dr. Alka, and we are fortunate to have her on our Board of Trustees."**

We couldn't agree more. Congratulations, to Dr. Alka!





## RECOGNITION & ACHIEVEMENTS

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### Farewell, and Best Wishes to Abdulla Sabri

This month, we say goodbye to Mr. Abdulla Sabri, who served as the Acting IT Assistant Manager and Section Head of IT Support at ADLQ.

More than just a colleague, Abdulla has been a valued part of our team. He was a dependable leader, a kind and humble professional, and someone who always made time to support others. Throughout his time at ADLQ, there was only ever praise to say about him. He was respected across departments and appreciated by all who worked with him.

Abdulla is also a proud father and a devoted husband. His dedication to both his work and his family has inspired many of us.

We sincerely thank Abdulla for everything he has done for ADLQ. He leaves behind a legacy of excellence and kindness. We wish him and his family all the best in the future.

Thank you, Abdulla. You will always be part of the ADLQ family.





## Staff Ideas Digital Platform

Scan the QR Code below and feel free to add  
your suggestions, thoughts and ideas!

