

**25 MARCH 2025**

## VACANCY: SENIOR LEGAL COUNSEL

### ABOUT FIFPRO

FIFPRO is the global representative of professional men's and women's footballers worldwide. With 69 affiliated national player unions and associations across the world, we are committed to defending the rights, position, and employment conditions of footballers in their working environments. Through its committed staff at the head office, FIFPRO serves its members and players worldwide via internal teams covering legal, men's and women's football policy development, communications, diversity and inclusion, finance, and union and player services and support.

### WHAT WE ARE LOOKING FOR

We are looking for a Senior Legal Counsel, to support us in the Legal Department work. The legal team is a central tenant of FIFPRO, responsible for providing legal advice to FIFPRO, its members, and the players directly.

As Senior legal counsel you have an excellent understanding of international labor law as well as of the various football regulations as they apply to players. Towards member unions and internal staff you fulfil a role as Center of Expertise and you support and advise them on a wide variety of legal matters.

You will be part of a committed team, where colleagues come from a range of international backgrounds and experiences. We work across many topics and subject areas, each bringing our own individual voice and opinion to our shared work in a collaborative and open manner.

Relocation to the Netherlands is required.

### WHAT YOU WILL BE DOING

- Arbitration and dispute resolution:
  - Support and advise on wide range of cases in front of the various decision-making bodies
  - Draft legal submissions in front of the various decision-making bodies
  - Take the lead on specific cases with strategic value that are able to set precedent for players
- Center of Expertise:
  - Keep legal knowledge up-to-date and proactively share knowledge with colleagues
  - Support and guide member unions and divisions with legal matters on a variety of topics, including Collective Bargaining Agreements, social dialogue, player contracts and football dispute resolution
  - Inform, update and explain member unions regarding (new) legal matters
  - Advise and support members on good governance
- General:
  - Join and conduct negotiations with external football stakeholders, where necessary
  - Draft, negotiate and revise legal documents and agreements



- Monitor legal compliance in agreements and regulations with external parties
- Proactively identify and pursue opportunities for the improvement of player rights
- Voice the views of FIFPRO in public forums (webinars, conferences etc.)
- Support FIFPRO's internal disciplinary processes
- Lead on ad hoc legal matters
- Coach/mentor (junior) legal counsels on substantive topics

### **NEED TO HAVE:**

- University Master degree in law
- Minimum of 5 years experience
- In-depth knowledge of international labor law and of the various football regulations as they apply to players
- Excellent drafting skills
- Excellent command in English, and French or Spanish
- Excellent command of MS Office
- The drive to serve as an advocate for individuals of all ethnicities, genders, ages, backgrounds.

- Resilience
- Analytical Thinking
- Self-driven
- Political Sensitivity
- Team Player

### **NICE TO HAVE:**

- The ability to cultivate and develop inclusive and equitable working relationships with staff, members, stakeholders, partnerships, and community members.
- Other languages

### **WHAT WE OFFER**

- Benefits like 13<sup>th</sup> month, good pension etc.
- a competitive salary
- mobile phone & laptop
- flexible working hours
- a great place to work at FIFPRO House, Hoofddorp
- the salary band for this role is € 7.663 - € 10.128 gross per month, depending on experience

For FIFPRO, equity, diversity and inclusion are key to our success and long-term sustainability. Whether that's at FIFPRO House or when representing football players worldwide, we are intentional about the culture we are building and the values we represent.

### **HOW TO APPLY FOR THIS JOB**

If you are interested, please send your motivation letter and curriculum vitae to [newjob@fifpro.org](mailto:newjob@fifpro.org) by **10 April 2025**. We will send you an email to inform you about any possible next steps<sup>1</sup>.

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<sup>1</sup> Please note this email address is only for interested applicants in the position Senior Legal Counsel, at FIFPRO Holding B.V. Any other use, including marketing information from recruitment agencies, will not be appreciated and replied to.



FIFPRO work is dedicated to building a culturally diverse staff committed to working in a positive and inclusive pluralistic environment. Don't meet every single requirement? We encourage applications from traditionally marginalized groups and recognize that studies have shown that women and individuals from marginalized communities are less likely to apply to jobs unless they meet every qualification listed on a job description. Should this role sound exciting to you, we encourage you to apply.

Hoofddorp, the Netherlands, 25 March 2025