



CONFIDENTIAL CANDIDATE BRIEFING DOCUMENT
ED&I COMMITTEE MEMBER

FEBRUARY 2022



ROLE SUMMARY

Position ED&I Committee Member

Organisation FIFPRO

Location Virtual, with some travel

Reporting to FIFPRO Board

Website www.fifpro.org





THE ORGANISATION

Who are FIFPRO?

FIFPRO are the only worldwide representative organisation for professional footballers.

As a trade union, FIFPRO unites the voice of professional football players and their national unions to ensure they are internationally represented in the decisions affecting their working environments and the industry overall. Their work is driven by the workforce priorities of players and along with member unions and

partners, FIFPRO strives to improve a player's working environment and overall wellbeing. This covers all aspects of a player's career from beginning to end, and more – from pay and contracts, to personal development and health and safety, to justice and arbitration, as well as the playing experience within the game itself. The organisation represents over 65,000 players, both men and women, from FIFPRO's 65 affiliated national player unions.

What does FIFPRO stand for?

Player career & conditions

FIFPRO shapes and influences the provisions currently available to players across the world, as we strive to improve welfare and working conditions throughout the game. Just like any other industry, football is a player's place of work and their career is their livelihood. Football players, just like any other workers, have rules and structures in place to protect their pay, their contracts, their working conditions and environment, their health and safety, and their development.

Institutions of work & the game

FIFPRO actively works to ensure players have basic protections upheld across the institutions and governance mechanisms that steward the football industry. Players need, and are entitled to, the same human rights and good governance practices as any other member of society, and the same legal protections as any other employee. This includes for example the right to organise, to bargain collective agreements, to mechanisms that guarantee players have their interests represented, and disputes resolved.

Sustainable work in the football industry

FIFPRO's advances the quality of working and playing conditions for footballers. While the football industry has gone through some profound changes over the years, the current acceleration of change is impacting the game and the current generation of players. A sustainable working environment fuels the positive development of both club and national team football and addresses challenges, such as competitions, calendars, management standards, economic sustainability, innovation and diversity and equality.



The collective interests of players have never been more important.

FIFPRO aims to ensure that players voices are heard. The organisations' role is becoming more important since an increasing number of players are working internationally. FIFPRO's global network of player unions allows the organisation to coordinate expert legal support for players. FIFPRO makes sure that players perspectives are represented when the organisation negotiates international rule changes in professional football with FIFA, leagues and clubs.

FIFPRO has a fantastic track record of ensuring justice and equality prevail in the international football community. Some of the recently worked on projects include a FIFPRO fundraising campaign that supported more than 75 women footballers evacuation from Afghanistan in August 2021. This newly created committee further demonstrates FIFPRO's commitment to Equality, Diversity & Inclusion (ED&I) and its efforts to support players worldwide.

For further information on FIFPRO, please visit: <https://www.fifpro.org/>

"FIFPRO is an incredible vehicle as a global voice for players and we will keep increasing our capacities to match the powerful forces – both good and bad – in the game."

— Jonas Baer-Hoffmann,
FIFPRO General Secretary



FIFPRO's Aims

- Support players fully on a wide range of matters across the globe.
- Be a galvanising force and catalyst for inclusive change in football.
- Lead dialogue on emerging issues and be recognised for creating innovative solutions.
- Build programmes that are scalable by design.



“Discrimination is wrong, it is awful and it is horrible to experience. It doesn’t matter how much money you make, what kind of profile you have or how privileged everyone might think you are to have a professional football career. To experience discrimination – whether that is homophobia, sexism, racism – is dehumanising. It makes you feel like less of a human being.”

— Sarah Gregorius, FIFPRO Director
Global Policy & Strategic Relations
for Women’s Football

Diversity, Equality and Inclusion

Football is for everyone

FIFPRO recognises that many players are subjected to negative experiences and face obstacles in their careers purely because of personal characteristics (such as race, religion or sexuality). Football’s culture is heavily influenced by the social and political trends of the world, which demands a proactive approach to creating a diverse environment – in which all players feel equal and included. All groups within the football industry – from governing bodies through to spectators – have a collaborative responsibility to enforce a zero-tolerance approach to any form of discrimination or hate speech.

What you should know

To champion equality, we must first recognise the existence of systematic discrimination. It is not enough just to have a diverse working environment; we must strive for inclusion for all those within it. We should not deny differences, but rather embrace them, and proactively ensure that everyone has access to the same opportunities.



A more inclusive football industry is a core priority for FIFPRO

Through discussions with our players, unions, and social experts – FIFPRO has identified key areas in which change is immediately required to build an inclusive environment which is free from discrimination.

Social structures in sport have a lot of work to do

Lack of consistent effort to make improvements and accountability for failures are huge obstacles in obtaining a diverse, equal, and inclusive environment. This is not a one-time fix, but rather an issue that demands both proactive and reactive responses that consider the ever shifting social and cultural contexts of football.



“Dismantling the barriers that allows inequality to pervade requires strong institutional commitment”

— Jonas Baer-Hoffmann,
FIFPRO General Secretary



THE ROLE

Overview of the Role

Reporting to FIFPRO's Board, the ED&I Committee will play a critical role in defining, creating and delivering the organisations newly created global ED&I strategy. The Committee members will be change agents, that provide insight, expertise and experience to ensure ED&I sits at the heart of FIFPRO's activities. They will be highly strategic in their approach, with the ability to build and develop a new roadmap that is utilised and embraced by FIFPRO and its members.

The Committee will comprise of members that are made up from external independent candidates, FIFPRO Member Unions and the FIFPRO Executive.

It will be supported by a FIFPRO executive that will provide administrative and project support. The Committee will work together collaboratively, combining best in class ED&I technical specialism, personal passion and lived experience. They will act as trusted advisors to the Headquarters leadership teams.

The Committee will meet four times per year, with an estimated total commitment of up to 10 working days per annum. The initial term of Committee Members will be for two years. The role will be remunerated.





Role Responsibilities

- Drawing on their lived experience, from within a union, as a player or from previous life experience, committee members will work collaboratively with the independent members, bringing together their combined expertise into a single ecosystem.
- Partner affectively with fellow Committee members to develop a newly created ED&I strategy that is successfully adopted by FIFPRO and its member organisations.
- Work with the Committee members, FIFPRO leadership team and unions to create a framework and key milestones that tangibly measure the impact of the new strategy, highlighting successes, as well as areas for improvement.
- Collaborate with the MDAS teams to ensure adoption of the Committee's strategy throughout FIFPRO and its members.
- Contribute to key discussions on the adoption of a data led approach to ED&I measurement.
- Act as an inspirational role model and drive genuine engagement with the ED&I strategy.
- Create momentum and a culture of accountability, through which ED&I is fully accepted by the organisation, and its stakeholders, as a crucial characteristic of its modus operandi.
- Utilise their own experience from within FIFPRO member organisations to anticipate the cultural nuances that impact inclusion and equality issues across the world.
- As necessary, review, improve and adapt the strategy when required.
- Provide a sounding board for FIFPRO around ED&I related issues (internal & external) as they arise on an ad hoc basis.
- Use monitoring data to analyse key trends and provide gap analysis.
- Engage and develop dialogue with key stakeholders across FIFPRO and its Member organisations.
- Oversee the presentation of the Committee's findings and progress to FIFPRO's Board, its Executive and 65 member unions.



THE PERSON

Assessed Competencies

ED&I	A passion and desire to establish/enhance equality, diversity & inclusion in the football ecosystem.
Strategic Planning	Experience of creating or understanding of the process of creating strategic plans.
Operational Delivery	Proven experience of successfully delivering and implementing projects to a high standard.
Change Management	Experience of successfully working through periods of change within an organisation.
Stakeholder Management	A true team player with high emotional intelligence and low ego, with capability, as well as credibility, to develop positive working relationships with all stakeholders, in a truly international environment.

Skillset

- An interest and passion for the topic of Equality Diversity & Inclusion.
- Experience or desire to participate in initiatives that promote equality and inclusion either within FIFPRO or externally.
- Appreciation and awareness of the wide range of ED&I issues that can impact FIFPRO Members across different countries.
- A strong understanding and affinity for FIFPRO's mission and its commitment to creating an inclusive football community internationally.
- Creative thinker with high emotional intelligence that is comfortable in challenging the status quo.
- A strong relationship builder, influencer and leader that can channel engagement across FIFPRO's stakeholder groups in the Committee's work, at Headquarters and within the unions.
- Comfortable discussing data, trends and insights presented to the Committee and able to contribute to decision making following these discussions.
- Outstanding organisational skills and efficiency with finite resources.
- Strong communication skills, highly articulate with the ability to present effectively to a broad range of audiences.
- Fluency English is required, in addition, Spanish or French language skills are desirable.



Personality

- Highly collaborative, engaging, energetic and enthusiastic individual that is driven by purpose.
- Agile thinker that is comfortable with ambiguity and working through challenges as they arise.
- Persuasive and convincing; able to build trust quickly with a broad range of stakeholders.
- High emotional intelligence, with the ability to unify people around a shared vision.
- Logical and good under pressure, able to juggle multiple demands at the same time.
- Ethical, honest, and transparent.
- Incisive intellect and Action-orientated approach.
- Affable and team-orientated: enjoys delivering results as part of a collective.
- Culturally aware and sensitive.
- Capable of making difficult decisions when necessary
- Values driven, optimistic, and committed to FIFPRO's mission.
- A role model to the wider FIFPRO membership for the ED&I agenda



How to Apply:

FIFPRO recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from people of all backgrounds.

To apply, please send your letter of motivation and CV to edicommitee@fifpro.org

The closing date for applications is 6pm CET on Tuesday 29th March 2022.

Should you have any questions on the recruitment process, please contact Kris Vis van Heemst – FIFPRO, Senior Manager International Relations and Member Services & Senior Event Manager.