



POSITION DESCRIPTION LEGAL COUNSEL – PLAYER RELATIONS

TITLE: Legal Counsel – Player Relations
LOCATION: PFA HQ, Melbourne, Australia
REPORTS TO: Chief Executives

About the PFA

- The Professional Footballers Australia (PFA) is the exclusive collective voice of Australia's professional footballers. The PFA was established in 1993 with two key objectives: to support the players and build the game. Now, as the exclusive representative body and collective bargaining agent of Australia's elite professional footballers, including A-League, W-League, Socceroos and Matildas players, the mission remains the same. Remarkably, the short but significant years since its establishment mark the PFA as the longest established stakeholder in the professional game in Australia. The key to its longevity – the players. Since its establishment the PFA has, and always will be run by the players for the players.

Purpose of Role

- Licensed legal practitioner with expertise in workplace relations, labour and employment law who can provide legal and strategic support and advice to: (1) the Chief Executive and management of the PFA in the negotiation and enforcement of Collective Bargaining Agreements and other industrial instruments; and (2) PFA members throughout their careers. An understanding of the regulatory landscape of professional team sports is necessary as well as the legal landscape in which professional team sports and trade unions with a strong organising commitment operate.

Key Areas of Responsibility

- Support the Chief Executive in implementing all aspects of the 2017-2020 PFA Strategic Framework.
- Work at the direction of the Chief Executive to support the negotiation of Collective Bargaining Agreements for PFA members and guide the development of the regulatory and statutory framework within Australian football
- Work at the direction of the Chief Executive to support the development of the governance framework of Australian football
- Provide strategic advice to the Chief Executive in relation to the negotiation of Collective Bargaining Agreements to maximise leverage including by being in a position to ensure that the PFA and Players will be able to be covered by different forms of industrial instruments or take appropriate legal and / or industrial action in accordance with Australian law
- Ensuring that policy and regulations impacting on PFA members in areas of employment is international best practice
- Provision and oversight of high-quality legal advocacy for all Members.
- Work with the Head of Legal to case manage the contractual, employment, regulatory, advocacy and other legal issues of players (and members who are former players) in the A-League, W-League and Y-League
- Work with the Head of Legal to case manage the contractual, employment, regulatory and other legal issues of players (and members who are former players) in the W-League or across other international women's football competitions
- Case management of the contractual, employment, regulatory and other legal issues of players playing football outside of Australia, and where necessary work with the Player Development Managers
- Work with Player Relations Managers and Coordinators to provide legal and regulatory advice to all members
- Manage relationships with Player Agents including working with the Chief Executive to convene annual conferences and other education seminars
- Work with the Head of Legal to manage the custody of all formal legal agreements entered into by the PFA

- Ensuring membership of the PFA of all A-League, W-League and Y-League players
- Ensuring composition of and engagement with the player Delegates Committees across the A-League, W-League and, where applicable, the Socceroos, Matildas and other National Teams.

Key Performance Indicators (KPIs)

- Globally and nationally leading Collective Bargaining Agreements within Australian football
- Strong strategic focus and leverage strategy in place at all times to support collective bargaining for PFA members
- 100% success rate in player disputes
- 100% membership across the A-League
- Positive player satisfaction in the management of disputes
- Development of protocols to assist in dispute resolution
- Engaged and productive relationship with player agents

Knowledge, skills and behaviour required

- Licensed legal practitioner with 3+ years' experience, ideally within contracts, regulatory compliance, governance and/or employment/industrial relations;
- Understanding of the governance and structure of Australian and world football;
- Understanding of the governance and structure of Australian and world professional team sports;
- A good negotiator with strong influencing skills;
- Commercial acumen in dealings with player affairs;
- The ability to think strategically and solve problems;
- Excellent administrative skills and the capacity to work in an autonomous manner;
- Highly organised and able to manage several tasks simultaneously;
- The confidence and empathy to work with people at all levels of the PFA and the game;
- Builds strong and positive relationships with key stakeholders;
- Meets deadlines and has effective time management skills;
- Outstanding written and verbal communications skills;
- Excellent attention to detail;
- Team player;
- Discrete and able to act in a confidential manner when necessary; and
- Capacity to contribute meaningfully to policy discussions.

Major interactions

- This position will have extensive interactions with the Chief Executive, PFA members (including the national teams), Football Federation Australia, A-League and W-League Clubs, Member Federations and player agents

Unique Criteria

An ability to win the respect of Australian footballers through success in supporting Collective Bargaining Agreement negotiations, building the unity and organising culture of the PFA and managing player disputes

PFA Contact

Rita Mankowska,
PFA Executive Manager
E: rita@pfa.net.au