



# VACANCY

## Legal Counsel, Player & Human Rights

GRADE LEVEL: E1

### World Players Association

UNI Global Union (**UNI**) is the voice of 20 million service sector workers around the world. Through 900 affiliated trade unions, UNI represents workers in 150 countries and in every region of the world. Our Head Office is based in Nyon, Switzerland with nearly 50 staff. The **World Players Association** (“**World Players**”) (formerly UNI World Athletes) was formally established in December 2014 as an autonomous sector of UNI.

#### The position

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**World Players** is seeking to employ a **Legal Counsel, Player & Human Rights** who is committed to the rights and wellbeing of elite professional athletes, collective action and human rights. The position reports directly to the Executive Director of **World Players** who is an experienced labour relations and international sports lawyer.

#### The **World Players** Association

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**World Players** is the worldwide collective of 85,000 athletes through major athlete and player associations including FIFPro (the world footballers’ association), the Federation of International Cricketers’ Associations, the International Rugby Players’ Association, EU Athletes, the National Basketball Players Association, the National Football League Players Association, the National Hockey League Players Association, the Japanese Professional Baseball Players Association and the Australian Athletes’ Alliance. Players under the umbrella of **World Players** are based in over 60 countries and belong to over 100 different athlete and player associations. They work in sports including football, cricket, rugby, ice hockey, American football, baseball, basketball, handball, rugby league, cycling, volleyball, Gaelic sports, netball, horse racing (jockeys) and Australian football.

The **vision** of **World Players** involves placing the players at the centre of world sport’s decision-making through a powerful strategic focus on **three pillars**:

**I. Voice**

Build the power of the player association movement

**II. Dignity**

Embed the fundamental rights of the players in world sport

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### III. Humanity

Work to embed the human rights of everyone involved in the delivery of sport.

#### Key responsibilities

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The position will be responsible for the work of **World Players** to:

1. embed player rights in sport;
2. encourage collective bargaining between sporting organisations, employers, player associations and players, especially at the global and regional levels;
3. ensure the sector's work in advancing the rights of players is aligned with the broader challenge of embedding the fundamental human rights of all involved in the delivery of sport, including workers, local communities and fans; and
4. ensure the smooth governance of the sector, especially the preparation, conduct and follow up to meetings of the key decision making bodies of **World Players** – the Executive Committee and the World Assembly.

#### Key duties

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- Represent and advocate for the sector, affiliates and athletes in international forums, negotiations and matters such as with international sporting bodies, the United Nations, UNESCO, the International Labour Organization, the European Commission, the Council of Europe, the International Olympic Committee, the Court of Arbitration for Sport, the World Anti-Doping Agency and employers
- Review the legal and regulatory framework of international sporting bodies and its impact on players by reference to international law and human rights standards, and develop a legal position and strategy to reform that framework to ensure the fundamental human rights of players are protected, respected and fulfilled
- Review and monitor international sporting bodies to ensure they carry out all player related activities in accordance with applicable international law and human rights standards, including by developing the requisite regulatory and policy framework, undertaking an ongoing process of human rights due diligence and ensuring access to remedy for players that are harmed by the activities of the international sporting body
- Monitor developments in both international sports and human rights law to provide advice to the sector, affiliates and athletes
- Build the capacity of **World Players** to represent and advocate for affiliates and athletes by galvanising the affiliate base, producing compelling legal opinions, strategies, communications and reports and building a global network of like-minded organisations and individuals
- Develop and implement the policy platform and legal position of **World Players** on matters of common concern to affiliated player associations and players, including the governance

of sport, collective bargaining and social dialogue, player rights, integrity in sport, player health and safety, player development and wellbeing and the promotion of the human rights of everyone involved in sport

- Ensure the policy platform and legal position of **World Players** is well informed and based on research into the actual working conditions and experiences of players
- Develop, implement and monitor a strategy to negotiate the implementation of the sector's policy platform and legal position
- Build professional and effective relations with key stakeholders including international sporting bodies, international institutions and like-minded organisations including the trade union movement, non-governmental organisations and the Sport and Rights Alliance
- Provide key support to the Executive Director of **World Players** in preparing for, reporting and following up to meetings of the key decision making bodies of **World Players** – the Executive Committee and the World Assembly
- Provide advice to the Executive Committee, the Executive Director of **World Players** and affiliated player associations on matters relevant to the position and the affairs and activities of **World Players**
- Convene, coordinate and conduct working groups and other meetings and exchanges involving affiliated player associations, players, stakeholders and experts in the development and implementation of the policy platform and legal position of **World Players**
- Maintain proximate and responsive relations with all affiliated player associations including by updating them on developments within the professional sports industry, including on regulatory, labour market and legal matters
- Encourage the direct involvement of players in the work of **World Players**
- In carrying out these duties, obtain the approvals of the Executive Director of **World Players**, the Executive Committee and the World Assembly as required
- Ensure the effective management of the knowledge and research resources of **World Players** for the benefit of the Executive Committee, management team and affiliated player associations.

### **Qualifications and competencies**

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A minimum of five years' experience as legal counsel in sport, labour relations, human rights and/or administrative law. Outstanding written and verbal communications skills in English are essential, including strong advocacy, negotiation, presentation and drafting skills.

- A strong personal and professional commitment to the objectives of **World Players** and UNI Global Union
- Excellent research, strategic planning and analytical skills

- Empathy with, and the capacity to relate to, modern professional athletes. An understanding of the business of modern professional sport, and experience within the player association movement, is preferred
- Leadership skills and organisational ability; honesty, integrity and trust; good inter-personal skills, and the ability to work in a purpose-driven values-based team environment
- Demonstrated ability to work independently, within the context of a strategy with measurable outcomes, as well as having a track record in achieving targets and meeting deadlines
- Experience working in multiple countries is an advantage
- Knowledge of languages other than English is an advantage
- A strong work ethic is essential, including the ability to work irregular and unusual hours involving strenuous travel commitments.

### **Employment conditions and application process**

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The successful candidate will be expected to relocate to the region of UNI's Head Office in Nyon, Switzerland and take up the position as soon as possible. The terms and conditions of employment are set out in the collective agreement existing between UNI Global Union, its Head Office employees and their trade union. The creation of the position has been made possible due to a tied funding commitment made by the affiliates of **World Players**. Accordingly, the position is subject to a two year fixed term contract with a mutual three month trial period from commencement.

Any candidate wishing to apply should complete the application form (available from [www.uniglobalunion.org/jobs](http://www.uniglobalunion.org/jobs)) and return it with relevant information to Colin Medland, Head of Operations, UNI Global Union (email: [jobs@uniglobalunion.org](mailto:jobs@uniglobalunion.org))

### **Interviews of sport listed candidates**

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It is intended to interview short listed candidates in person or by videoconference as follows:

- Australia and New Zealand – 17 – 21 April 2017
- Europe – after 25 April 2017
- Other regions – by arrangement.

### **Further information**

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<http://www.uniglobalunion.org/sectors/worldplayers>

**DEADLINE FOR APPLICATIONS: 9am (CET), 14 APRIL 2017**