



The Scottish Women's Premier League Limited

PRIVATE AND CONFIDENTIAL

Candidate Brief

For the position of

Independent Non-Executive Chair

The Scottish Women's Premier League Limited



The Company and competitions

On 15 February 2022, Scottish Women's Football ("SWF"), the Scottish FA and the Scottish Professional Football League ("SPFL") jointly announced that, from summer 2022, responsibility for the top two divisions of Scottish women's football would pass from SWF to the SPFL. This followed a consultation process involving the 17 women's elite football clubs in Scotland and a lengthy governance review, carried out by the Scottish FA in association with UEFA.

The SPFL has a history stretching back over 122 years of running professional football leagues and is well placed to accelerate the growth of the women's elite game in Scotland at this crucial point in its history.

The Scottish Women's Premier League Limited ("SWPL") is a private limited company and a wholly owned subsidiary of the SPFL. It will have a board of nine directors, made up of:

- an independent non-executive chair
- an independent non-executive director
- a Managing Director
- one representative appointed by the SPFL
- four non-executive directors appointed by SWPL1 clubs
- one non-executive director appointed by SWPL2 clubs

The inaugural season of league competition in the new era, starting this summer, will see two league divisions, constituted as follows:

SWPL1

12 clubs playing each other once home, once away (i.e. 22 games) before the division splits into two halves, each of six clubs. Each club will then play each other club in its half once more, home and away (i.e. ten games) – making 32 games in total.

The top team will be the champion club, earning it a place in the UEFA Women's Champion League (alongside the second-placed club) in season 2023/24.

The 12th placed club will be relegated to SWPL2; whilst the 11th placed club will play-off against team 2 in SWPL2 for the right to play in the SWPL1 for season 2023/24.

SWPL2

8 clubs playing each other twice home, twice away (i.e. 28 games).

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The top club will be promoted automatically to SWPL1. The second placed club will play off against club 11 in SWPL1, as set out above.

The 8th placed club will be relegated automatically to the SWF Championship.

The 7th placed club will play off against the second team in the SWF Championship for the right to play in SWPL2 for season 2023/24.

League Cup

The Company will also run a cup competition for the 20 clubs in the SWPL2.

Company objectives

- To run league and cup competitions with standing and recognition throughout Europe and globally.
- To maximise and deliver the commercial potential of the above competitions for the benefit of the member clubs.
- To achieve transformative financial growth for the women's game in Scotland.
- Provide leadership in the development of key initiatives to improve the quality of the game in Scotland and to set a pace for the whole of Scottish women's football.
- Build strong relationships with stakeholders including Government, broadcasters, competition organisers and football governing bodies in Scotland and around the world.

Role

The role of **Independent Non-Executive Chair** involves leading and chairing the board of directors of the Scottish Women's Premier League Limited and acting as one of the two key figureheads of the organisation, alongside the Managing Director.

The Chair will be expected to support and challenge the executive team, led by the Managing Director.

In addition to attending monthly Board and twice yearly General Meetings, the role of the Independent Non-Executive Chair will include sitting on the following boards/committees:

- Board Remuneration Committee
- Sub Committees of the SPFL Board to deal with issues such as:
 - Rule Breaches
 - Disputes

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It is expected that a time commitment of one day per fortnight on average will be required.

The role will suit someone who has a passion for Scottish women's football and who wants to be part of this exciting and important industry at this crucial point in its development.

Competences

- Diplomacy, patience, gravitas and the ability to lead a board of directors through a period of intense and dramatic change are all qualities that the successful candidate will possess.
- The successful candidate will be comfortable operating in a high-profile environment.
- Excellent communication and meeting management skills.
- A flexible personality; a persuader and influencer.
- Independent of member clubs or willing to become so.
- Strong existing network in Scotland and beyond.

Prior experience

- Demonstrable interest in Scottish women's sport is essential, but previous experience of working within the sector not required.
- Previous Non-Executive Director experience is desirable.

Remuneration

Expenses plus a small (negotiable) annual honorarium.

Applications

Applications should be sent in writing, together with an accompanying CV, to Fiona McIntyre, Interim Managing Director of SWPL, at fiona.mcintyre@scottishfa.co.uk.