



Department  
for Culture,  
Media & Sport

**Chair and up to three  
Non-Executive Directors  
Independent Football  
Regulator**

## Introduction

The Secretary of State for Culture, Media and Sport is seeking outstanding individuals to be the new Chair and up to three Non-Executive Directors of the Independent Football Regulator.

Candidates should be aware that the preferred candidate for the post of Chair will be required to appear before a Parliamentary Select Committee prior to appointment.

It is important to note that substantive appointments to the Chair and Non-Executive roles are ultimately subject to the Football Governance Bill being granted Royal Assent which will be subject to Parliamentary process. Any appointments made ahead of this will be done on a designate basis. Further Board positions will be recruited to following Royal Assent.

## About the Independent Football Regulator

The Independent Football Regulator (IFR) will have a primary strategic purpose to ensure that English football is sustainable and resilient, for the benefit of fans and the local communities football clubs serve. The IFR will have powers to operate a licensing regime, and to monitor and enforce compliance with requirements on financial regulation, club ownership and directors, fan engagement and club heritage protection.

## Background to Chair role

The Chair of the IFR will oversee the initial setting up of the Regulator, including recruiting the CEO, as well as sitting on the Panel for other Ministerial non-executive appointments to the Board. They will also be responsible for ensuring the IFR has the resources it needs to effectively and efficiently discharge its functions and duties. The Chair will then be responsible for leading the Board in ensuring the IFR effectively fulfils its statutory objectives as well as maintaining and developing strong relationships with government, Parliament, football bodies and other major stakeholders.

## Background to NED roles

The NEDs will assist the Chair to oversee the early stages of the setup of the IFR. They will be responsible for developing and promoting the IFR, and at all times acting in its best interests. They will contribute to the strategic direction of the IFR and support the Chair in ensuring the IFR effectively fulfils its statutory objectives as well as maintaining and developing strong relationships with government, Parliament, football bodies and other major stakeholders.

They will contribute to the effective governance of the IFR, holding the CEO and executive team to account for the IFR's performance, and apply scrutiny and challenge at Board level, respecting the boundary between non-executive and executive responsibilities.

With their relevant knowledge and expertise they will provide independent oversight and guidance, and where required, contribute to the Board's debates and decision making.

### **Chair Role Specification**

Candidates for the Chair role are required to demonstrate that they meet a majority of the following criteria to a high degree:

- Strong understanding of economic and financial regulation;
- A credible understanding of the business of football;
- A commitment to the five principles of Government's Better Regulation Framework, with particular focus on proportionality;
- Proven track record in developing a strategy to drive impact and delivery;
- Proven track record of successfully chairing a board with a strong understanding of corporate governance;
- Excellent communication skills with the ability to be an accessible and engaging ambassador for the organisation;
- Experience of dealing with intense public scrutiny, and ability to influence high level stakeholders within government, Parliament, the media and football sector and;
- A commitment to the economic and social value of football and commitment to the strategic priorities of the IFR, to improve financial sustainability of football clubs, and protecting the cultural heritage of football clubs for their fans.

Desirable criteria:

- Experience of setting up a new organisation;
- Leadership of major projects from initiation, through development and to delivery and;
- Experience of designing and implementing investment strategies in a regulated environment.

### **NEDs Role Specification**

Candidates for the NED roles are required to demonstrate that they meet a majority of the following criteria to a high degree:

- Proven senior leadership in organisations, with experience (as an executive or non-executive) of governance and/or strategic leadership in a significant, complex or changing organisation;
- The ability to analyse complex material and take well-reasoned decisions;
- Sound judgement and a high level of integrity (including when dealing with confidential or sensitive issues);
- Expertise in one or more of the following areas:
  - Business of Football

- Finance
  - Regulation
  - Legal
  - Governance
  - Audit and risk
  - Government, Parliament and Public Affairs
  - Delivering organisational change
  - Community engagement (especially football fan engagement)
- A commitment to the five principles of Government's Better Regulation Framework, with particular focus on proportionality and;
  - A commitment to the economic and social value of football.

Desirable criteria:

- Experience of setting up a new organisation;
- Leadership of major projects from initiation, through development and to delivery and;
- Experience of designing and implementing investment strategies in a regulated environment.

### **How to apply**

In order to apply you will need to create an account or sign in.

Once you are logged into your account, click on 'apply for this role' and follow the on-screen instructions. To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- equality information
- information relating to any outside interests or reputational issues

**If you are applying for the Chair role, please indicate whether you also wish to be considered for one of the NED positions in your supporting statement.**

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

### **Remuneration and time commitment**

The remuneration for the Chair of the Independent Football Regulator is £130,000 per annum for an initial time commitment of three days per week.

The remuneration for NEDs of the Independent Football Regulator is £20,800 per annum for an initial time commitment of one day per week.

The time commitment and equivalent remuneration will be reviewed once the regulator is fully established.

### **Location**

The Independent Football Regulator is expected to be based in Greater Manchester.

### **Expenses**

All reasonable and properly documented expenses incurred in performing the duties of these roles will be reimbursed in accordance with the Independent Football Regulator's expenses policy.

### **Term of office**

This is an appointment of up to five years, with the possibility of renewal to a second term.

### **Disability Confident**

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the role. By 'minimum criteria' we mean that you must provide evidence in your application which demonstrates that you meet the level of competence required under each of the essential criteria.

If you wish to apply under this scheme, please state this in the covering email or letter when submitting your application.

### **Reasonable adjustments**

If you would like a confidential discussion regarding any reasonable adjustments during the process, please also indicate this in the covering email or letter.

### **If you are not completely satisfied**

We aim to process all applications as quickly as possible and to treat all applicants with courtesy. If you have any complaints about the way your application has been handled, please contact [publicappointments@dcms.gov.uk](mailto:publicappointments@dcms.gov.uk).

### **Supporting information**

This process is regulated by the Office of the Commissioner for Public Appointments' (OCPA's) Code of Practice. All applicants are expected to have adhered to the Seven Principles of Public Life.

### **Eligibility Criteria**

You cannot be considered for a public appointment if:

- you become bankrupt or make an arrangement with a creditor
- your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors;
- you are disqualified from acting as a company director under the Company Directors Disqualification Act 1986;
- you have been convicted of a criminal offence, the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c. 53);
- you become subject to a debt relief order or a bankruptcy restrictions order;
- you fail to declare any conflict of interest.

### **Conflicts of Interest and Due Diligence**

If you have any interests that might be relevant to the work of the Independent Football Regulator, and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your application. If you have queries about this and would like to discuss further please contact the Public Appointments Team.

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is your responsibility to bring them to the attention of the Advisory Assessment Panel and provide details of the issue(s) in the conflict of interest declaration supporting your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Advisory Assessment Panel and they may wish to explore issues with you should you be invited to interview. The information may also be shared with ministers and the Cabinet Office.

### **Expenses**

Expenses incurred by external candidates during the recruitment process will not be reimbursed, except in exceptional circumstances, and only when agreed in advance.