



About The Organisation

The Professional Footballers Association (PFA) is the union for all current and former footballers and scholars in the Premier League, the Women's Super League and English Football Leagues.

We are committed to helping each member understand their purpose both as a professional player and a person. We provide the information, advice and support you need to help maximise the opportunities that come with playing professional football.

We're the only football organisation that solely prioritises players' needs. We offer a variety of educational, financial and wellbeing support services.

Throughout our history, the PFA has been instrumental in supporting the women's game, decreasing mental health stigma across the sport, leading the fight against discriminatory abuse of players and pushing for research into the links between neurodegenerative conditions and playing football.

We proudly amplify the players' voice to ensure their views are represented to the game's stakeholders and governing bodies.

We also protect and enhance their rights and working conditions by holding stakeholders and governing bodies to account.

Our team is passionate about helping footballers navigate personal or professional challenges, and we use our own experiences to relate to players and help prepare them for the future.

We are here to protect and support players, for football and for life.

DIRECTOR OF WOMEN'S FOOTBALL

PURPOSE AND SCOPE

- Position Type: Full time
- Location: London or Manchester office. This is a hybrid role and so regular attendance in the office will be required alongside remote/ home working and national travel.
- Salary: Competitive remuneration package plus generous benefits

The Director of Women's Football will lead the PFA's strategic, operational and representational work in women's football, ensuring that members' voices are heard, their interests are protected and the women's game continues to develop sustainably and professionally.

This role will oversee the PFA's work in representing, supporting and advocating for current and former female professional players at all levels, shaping policy and strategy within the women's game domestically and internationally.

The postholder will act as the PFA's lead with key stakeholders including The FA, WSL/WC clubs, FIFPro, and government, driving forward initiatives around player welfare, conditions of employment, health and wellbeing, safeguarding and career development.

The Director will also lead and manage a dedicated team of three, ensuring effective delivery of departmental objectives and supporting the professional development of staff.

KEY RESPONSIBILITIES

Strategy & Leadership

- Lead the PFA's women's football strategy, ensuring alignment with the PFA's overall organisational objectives.
- Champion the voice of female players in all areas of decision-making and policy.
- Provide leadership, direction and management to the Women's Football team (currently three staff), ensuring alignment with PFA strategy and fostering a collaborative and high-performing culture.

Player Support & Representation

- Act as a trusted advisor to members, providing support on key issues including contractual rights, collective bargaining agreements (CBA), tournament prize money, safeguarding, and welfare.
- Lead engagement with the Lioness Leadership Group, attending regular in-camp meetings and maintaining responsive communication channels with players.
- Ensure effective mechanisms are in place to gather and act upon member feedback, including oversight of the PFA Culture Survey.

Governance & Committees

- Represent the PFA at national and international forums including:
 - WPFNCC (Women's Professional Football National Consultative Committee).
 - WPFNCC Women's Athlete Health Sub-Committee (covering projects such as ACL, pelvic floor health, neurodiversity, dementia research, healthy relationships education).
 - PPF Board Meetings - sharing knowledge across women's sports.
 - FIFPro Women's Football Steering Group, ensuring global alignment on priorities.

Projects & Initiatives

- Drive forward current and future projects, including:
 - PFA Surveys, ensuring data collection informs member support.
 - Safeguarding programmes
 - Health and wellbeing research
- Collaborate with colleagues across Wellbeing, Personal Development and Commercial to deliver member-focused initiatives.

Stakeholder Engagement

- Build and maintain strong relationships with clubs, leagues, The FA, FIFPro, commercial partners, advocacy groups and government bodies.
- Act as an ambassador for the PFA, ensuring credibility and influence in negotiations and partnerships.

SKILLS AND REQUIREMENTS

Essential

- Proven experience at senior leadership level within professional sport, preferably football.
- Strong understanding of the women's football landscape, including WSL/WC structures, player issues, and policy context.
- Demonstrable experience in strategy development and delivery.
- Proven experience of leading and developing teams, with the ability to manage performance, provide direction, and support staff growth.
- Excellent stakeholder management skills with the ability to build credibility and influence at senior levels.
- Strong knowledge of employment rights, safeguarding and welfare issues affecting professional athletes.
- Track record of successfully leading and managing complex projects and cross-organisational initiatives.
- Excellent written, verbal, and interpersonal communication skills.
- Ability to handle sensitive and confidential matters with discretion and professionalism.

Desirable

- Experience of working within a trade union, player association, governing body, or sports regulator.
- Knowledge of international football structures and FIFPro's work.
- Experience of commercial partnership development in a not-for-profit or membership setting.
- Research literacy in areas such as sports science, wellbeing, or safeguarding.
- Background as a professional athlete or direct experience working closely with elite players.
- Additional spoken language skills.

How To Apply

To apply, please visit <https://forms.monday.com/forms/10d58515de5150e03c635aa969bcbea7?r=use1> where applications are being exclusively managed by ZRG Partners.

- The closing date for applications is: **Friday 10th October 2025**

The PFA is an equal opportunities employer. Our employment policies for recruitment ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Satisfactory documentary evidence of your eligibility to work in the UK in accordance with current legislative requirements will be requested.