



**LondonFA**



# **INDEPENDENT RECRUITMENT PANEL MEMBERS**

Supporting London FA's Board & Council Recruitment  
Process for the 2020-21 season

## ABOUT LONDONFA

Established in 1891, and affiliated to The Football Association, the London FA is the regional Football Association for London, working in partnership with other regional County Football Associations. It administers all levels of men's, women's and youth football and is responsible for developing and supporting all grassroots football across the capital.



The London FA is undergoing a considerable period of change and is on a mission to enrich people's lives in London through football, by governing, safeguarding and developing the game.

As we build to the Men's Euro 2020 finals and semi-finals here in London (now to be held in 2021), we have a wonderful opportunity to inspire and unite the game across the capital and further recognise the remarkable achievements of our volunteers.

London is a hugely diverse city where football is enjoyed and played by over half a million people in schools, colleges and universities, Sunday leagues, five-a-side or at a professional level.

But there is the potential to deliver further growth in the game and to embed all of the socio-economic advantages it can bring to a community and to individual lives.

We are working hard to stem the decline in men's 11x11 football, but we have also seen a rise in the women's game. Women and girls' football continue to be the number one female team sport in England, with just shy of three million people



currently playing some form of the game. There are now more opportunities than ever before for women and girls in London to become involved in the game – whatever their age, ability or ambitions. Whether you want to be part of the next generation of Lionesses and take to the world stage or just want to play casually, there's an opportunity for all.

We have just released a new long-term strategy for the London FA, from 2020 up to 2025. At the heart of this strategy is a desire for the London FA to become far more than just an administrator and regulator of the game in the capital. We want to harness the power of football to transform people's lives and the communities in which they live. This will be more important than ever as the capital recovers from and adapts to life after the COVID-19 pandemic.

Beginning with governance, we have made sure that our corporate governance reforms comply with the 2016 Code for Sports Governance and ensure the highest levels of transparency and diversity. Recruiting appropriately to our Board and Council are key to this and as a result we are seeking four *independent* people to form a small panel for the next three-year cycle from autumn 2020 to support the London FA Board as they recruit a new Board and Council.

## **THE FOUR KEY STRATEGIC GOALS SET OUT IN OUR NEW STRATEGY ARE:**

**1.**

- 1. Create safer environments for people to thrive**
- 2. Lead the growth of structured football in London**
- 3. Develop a workforce that is as diverse as the city itself**
- 4. Improve the business to better serve our members**

These goals are underpinned by 12 specific objectives, detailed tactics and clear targets to measure progress.

Our new strategy can be downloaded from our website at the following link:

<https://www.londonfa.com/about/london-fa-strategy-2020-2025>



## WHO ARE WE LOOKING FOR?

We are seeking four *independent* people to serve as a small panel, to support the London FA Board as they recruit a new Board and Council for the next three-year cycle (Autumn 2020 – 2023).

These individuals should have experience of recruitment, ideally in the public sector, and be confident interviewing, assessing and selecting candidates for senior positions. We are particularly keen to attract candidates from a diverse range of backgrounds onto our Board and Council to make sure that the organisation is representative of all those people who participate in football across the capital.

These individuals should not be directly connected to London FA as a Council, Board or London FA affiliated league or club. It is however likely that all panel members are passionate about football and the ability it has to enrich people's lives.

One or two independent panel members will participate in all the (short) interviews, mostly conducted via phone / video calls, alongside the London FA Chair and one further member of the London FA Nominations & Remunerations Committee (elected from the London FA Board). These will take place throughout the month of October 2020 for London FA Council members and throughout the month of November 2020 for London FA Board members. Panel members will then attend the relevant board meeting to advise and assist the board in its selection and appointments.

The role of panel members is to take the place of existing members of the London FA Nominations & Remunerations Committee where the interviewees are known to Committee members, and to contribute to all decisions and recommendations of the Committee. In a small organisation like the London FA, where many prospective board and Council members may be known to each other, the aim is to prevent conflicts of interest and ensure maximum independence and transparency throughout the recruitment process

There will be 50 Council positions to fill and 7 Board positions to fill. At most two independent panel members will be required for any day of interviews. The requirements are likely to be approximately two / three days for recruitment, followed by attendance at London FA Board meeting on 16<sup>th</sup> November 2020 and in mid-December 2020 (exact date tbc) when final selections will be made.

These positions are voluntary. Reasonable expenses will however be covered.

## SELECTION PROCESS & KEY DATES

### EXPRESSIONS OF INTEREST

Interested applicants are required to submit a written statement of up to 300 words directly to Paul Bickerton, CEO, highlighting why they want this role and why they believe they would be successful, supported by examples as evidence.

Please email Paul directly at [Paul.Bickerton@londonfa.com](mailto:Paul.Bickerton@londonfa.com)

Applications will open on 01 September 2020 and close on 25<sup>th</sup> September 2020.

Following receipt of applications, all shortlisted candidates will have a short telephone interview with representatives of the London FA Nominations & Remuneration Committee. This Committee will review each application and ask each applicant questions related to the role.

Successful applicants will be selected to form part of the London FA recruitment panel for the Council and Board recruitment process throughout October, November and December 2020, and be asked to stay in office for the remainder of the three-year term to deal with any recruitment for vacancies mid-term.





## CHAIR & CEO PROFILES



### CHAIR OF THE BOARD:

**JAMES MIDDLEHURST**

[\(james@datacompliancebox.co.uk\)](mailto:james@datacompliancebox.co.uk)

James lives in Wimbledon and has lived and worked in London all his life. James comes from a marketing background originally and is an experienced entrepreneur, with over 25 years' experience of working at CEO or Director level, including having served as a Director at the British Direct Marketing Association and on the Direct Marketing Commission. He has founded three SMEs focusing on fraud prevention, GDPR compliance and security software.

### CHIEF EXECUTIVE OFFICER:

**PAUL BICKERTON**

[\(Paul.Bickerton@londonfa.com\)](mailto:Paul.Bickerton@londonfa.com)

Paul joined London FA in 2018 from Sport England and brings with him nearly two decades of experience in sport.

The early years of Paul's career were spent as a qualified coach educator and tutor for a leading sports coaching charity, delivering training and development programmes across the south of England. He also has significant experience of working in London and was Badminton England's London Regional Manager for five years in the lead up to the 2012 Olympics. Paul led a team to deliver a legacy plan for the sport in the capital, which contributed significantly to growing participation over that period.

More recently he has worked in a number of different roles at Sport England, most recently as Head of Partnerships, and in 2016 led the process by which Sport England invested about £260m into National Governing Bodies of Sport for the 2017-21 cycle.

Paul has played and coached football all his life, both in England and abroad. He lives in Hampshire and played for, coached and managed Twyford Football Club in the Winchester & District Leagues for a number of years.



