# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>THE CENTRE FOR SPORT AND HUMAN RIGHTS</td>
<td>3</td>
</tr>
<tr>
<td>BACKGROUND</td>
<td>4</td>
</tr>
<tr>
<td>WHAT WE’RE LOOKING FOR</td>
<td>4</td>
</tr>
<tr>
<td>THE ROLE</td>
<td>5</td>
</tr>
<tr>
<td>GOVERNANCE</td>
<td>6</td>
</tr>
<tr>
<td>SELECTION PROCESS</td>
<td>6</td>
</tr>
<tr>
<td>CHAIRPERSON OF THE BOARD</td>
<td>7</td>
</tr>
<tr>
<td>HOW TO APPLY</td>
<td>7</td>
</tr>
<tr>
<td>ADVISORY COUNCIL MEMBERS</td>
<td>8</td>
</tr>
<tr>
<td>MEMBERS OF THE NOMINATIONS COMMITTEE</td>
<td>9</td>
</tr>
</tbody>
</table>
THE CENTRE FOR SPORT AND HUMAN RIGHTS

The Centre for Sport and Human Rights (the “Centre”) is a human rights organisation for the world of sport. Our vision is a world of sport that fully respects human rights. In pursuing this vision, we have a mission to ensure the prevention of human rights harms from occurring, access to effective remedy where harms have occurred, and that a positive human rights legacy is promoted from sport and sporting events.

We convene and harness the best available expertise and bring it to bear on collectively solving some of the toughest human rights challenges affecting people in sport and impacted by sport - and involving them in the solutions. Sport has incredible power to create positive change. We believe that this potential can only be fully realised if sport governs transparently and with full engagement of stakeholders.

We invite you to consider joining us and investing your experience and expertise as a Director.
BACKGROUND

The Centre was launched in Geneva in June 2018 as the outcome from a multi-year multi-stakeholder process coordinated by the Institute for Human Rights and Business (IHRB).

Our founding Chair is Mary Robinson, Chair of the Elders, former President of Ireland and former UN High Commissioner for Human Rights. Our CEO is Mary Harvey, a FIFA World Cup winner and Olympic Champion.

Through our Advisory Council, we bring together an unprecedented alliance of intergovernmental organisations, governments, sports bodies, athletes, hosts, sponsors, broadcasters, civil society representatives, trade unions, and employers and their associations. These organisations have come together united in the understanding that there is a generation of work to be done to fully align the world of sport with the fundamental principles of human dignity, human rights, and labour rights.

WHAT WE’RE LOOKING FOR

In appointing its first board, the Centre is seeking to appoint a diverse group of between 5 and 9 exceptional individuals committed to working at the forefront of the sport and human rights agenda. The board will comprise a group of highly skilled individuals, acting in their personal capacities, that embody collective action and have the skills and experiences to build trust with the diverse range of stakeholders on the Centre’s Advisory Council and beyond.

All candidates will have the integrity, independence and broad experience required of any non-executive director of a high profile and standards-setting organisation. In particular, all candidates will be committed to the Centre’s Sporting Chance Principles and to working with all actors involved in sport to build capacities, share knowledge, and help to shape and strengthen mechanisms for transparency and accountability. It is essential that candidates demonstrate political astuteness including fostering effective dialogue and partnership within the context of governments, sports bodies, employers, trade unions, and civil society.

Directors will have a strong commitment to the mission, vision and values of the Centre, a solid command of international human rights principles and a passion for the global human rights agenda. Directors will not represent any one stakeholder group or institutional perspective, and will at all times prioritise the Centre’s interests.

1 A full list of Advisory Council members is provided on page 8
Prior experience as a non-executive director or trustee is strongly preferred, though outstanding first-time directors will be considered. All candidates will be expected to demonstrate a thorough understanding of the role of a non-executive director, including a commitment to good governance, financial reporting and risk management.

The Centre will seek to achieve a broad range of skills and expertise in the board appointed, and is particularly interested in candidates with experience in financial management, risk management, governance of international non-profits; legal and compliance. Experience working in the field of sport and human rights, or within complementary or overlapping areas is strongly preferred. In particular, the Centre encourages applications from current or former athletes and sports officials who bring first-hand experience of sporting competition.

The Centre has worked hard to create a positive internal environment with a team that is open, supportive and encourages collaboration, including a commitment to inclusion and diversity at all levels. The Centre encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply and values candidates whose age, experience, or nationality can bring a different perspective and outlook to board discussions. Achieving gender parity in all formal bodies of the Centre is a priority that will guide appointments and we will actively seek to appoint a board that is diverse.

**THE ROLE**

The Directors of the Centre will be its ultimate leadership, responsible for setting the organisation’s vision and strategic direction, ensuring good governance and accountability, and setting and upholding the Centre’s culture. It is important that Directors act as ambassadors for the Centre, and for human rights in sport.

Directors will be expected to promote and foster effective working relationships with fellow directors, the Centre’s governing Members, members of the Advisory Council, and the Chief Executive and her team.

Directors will work to ensure transparency, objectivity, inclusivity, and equality.

Directors will remain independent in all decision-making processes.

The board will be responsible for enabling and supporting a high-achieving management team and must set rigorous standards on evaluating performance.

Directors will fulfil their obligations to the organisation under its Articles of Association and their duties as Directors in law.

**Being a Director requires a commitment to prepare for and attend quarterly Board meetings. The term of initial appointments is for three years, renewable once. Directors are not remunerated (except for eligible business expenses only).**
GOVERNANCE

From its launch the Centre has been a wholly owned subsidiary of its parent charity IHRB, with the goal of becoming part of a fully independent Swiss-based non-governmental organisation in the form of an association from 2021. The new Swiss association is being established by founding institutions including the Swiss Federal Department of Foreign Affairs, the Office of the UN High Commissioner for Human Rights, the International Labour Organization, the International Trade Union Confederation, the International Organisation of Employers, the Commonwealth Games Federation, the Sport and Rights Alliance\(^2\), and IHRB. The founding institutions are working together to finalise the association’s constitution and will appoint the association’s first board of directors once the association is incorporated. These appointments are therefore made at the critical juncture of the Centre becoming fully independent and establishing its institutional presence.

The Centre’s current operating entity, a UK registered charity, will be part of the future structure, and the Directors of the Association will also be expected to become Trustees of the UK charity, subject to regulation by the UK Charity Commission. The UK charity is being retained in the short term to ensure operational continuity as the Centre leaves IHRB’s control, and given a number of multi-year funding agreements are already in place.

It should be noted that this search process for Directors is commencing prior to finalising the incorporation of the Swiss Association and that the founding institutions are acting together with the Centre for Sport and Human Rights UK charity in running this process and identifying prospective appointees to take office as Directors of the Association upon incorporation.

SELECTION PROCESS

Appointments will be made on the recommendations of a Nominations Committee\(^3\) that includes representatives of the broad range of stakeholders in the Centre’s Advisory Council. The Nominations Committee will be responsible for longlisting, due diligence and shortlisting of candidates. Shortlisted candidates will be interviewed by a panel comprised of members of the Nominations Committee.

\(^2\) The Sport and Rights Alliance (SRA) is a coalition of leading NGOs and trade unions, including Amnesty International, the Committee to Protect Journalists, Football Supporters Europe, Human Rights Watch, ILGA, Transparency International Germany, the ITUC and the World Players Association.

\(^3\) A list of the members of Nominations Committee is provided on page 9
CHAIRPERSON OF THE BOARD

The Directors will appoint a Chairperson of the Board of Directors from amongst their fellow Directors according to criteria approved by the Nominations Committee. The Nominations Committee, therefore, intend to appoint at least one Director who is an experienced chair and is able to offer a greater time commitment than the other Directors. The Chairperson will also be fully independent of any role or position with any Advisory Council member. Candidates are therefore invited to include their experience as a chairperson and interest in chairing the Board as part of their application. The Chairperson will appointed annually on a renewable basis by the Board. Please note that the role of Chairperson of the Board of Directors is a separate and distinct role from Mary Robinson’s honorary position as the Centre’s Founding Chair.

HOW TO APPLY

Applications should take the form of a CV and a motivation letter addressed to the Centre’s Founding Chair Mary Robinson via nominations@sporthumanrights.org

All applications will be treated confidentially.

• Deadline: 10 January 2021
• Interviews and appointments: February 2021
ADVISORY COUNCIL MEMBERS
MEMBERS OF THE NOMINATIONS COMMITTEE

1. Ambet Yuson (BWI)  
2. David Grevemberg (Commonwealth Games Federation)  
3. Gigi Alford (World Players Association)  
4. Giovanni Di Cola (ILO)  
5. Jennifer Cooper (UN Women)  
6. Jenny Stein (US Department of State)  
7. John Morrison (IHRB)  
8. Lene Wendland (UN OHCHR)  
9. Matthias Thorns (IOE)  
10. Mayi Cruz Blanco (Adecco)  
11. Minky Worden (Human Rights Watch)  
12. Patrick Gasser (UEFA)  
13. Remy Friedmann (Swiss Federal Department of Foreign Affairs)  
14. Sylvia Schenk (Transparency International Germany)  
15. Tim Noonan (ITUC)