



Legal Counsel

The AFL Players' Association is looking for a Legal Counsel with 2-3 years' post-qualification experience to join its Legal & Player Affairs team.

Reporting to the Head of Legal and working closely with the General Manager – Legal & Player Affairs, the Legal Counsel will provide legal advice to the AFLPA business and our membership groups, collectively and individually.

The AFLPA Legal & Player Affairs team exists to advance and protect the interests of AFL and AFLW players, both individually and collectively. We provide independent, industry-specific, confidential and free advice to our members. Our key role is to negotiate the Collective Bargaining Agreement on behalf of the players, and then to monitor workplace conditions to ensure that what we agreed is delivered. We play an active role in all changes to rules and regulations to ensure player rights are protected, including to negotiate AFL policies. We also advocate on behalf of all players on issues like health and safety, assist players with individual matters (such as disciplinary issues, contractual disputes, and commercial matters), and provide legal support and referral services to past players.

The AFLPA itself is a not-for-profit business with a variety of legal needs, which the internal legal team is also responsible for.

The Legal & Player Affairs team also includes management of the Accredited Agents program, and Football and Business Analytics. The Legal Counsel will assist both those departments with a variety of non-legal tasks.

Position Title:	Legal Counsel
Reports To:	Head of Legal
Primary Objectives:	<ul style="list-style-type: none">• Providing legal representation and advocacy for AFLPA members and other key stakeholders on a range of football, employment and membership related matters• Provide legal advice for internal use within AFLPA business
Knowledge/Experience	
Key Competencies	
<ul style="list-style-type: none">▪ 2-3 years' experience as a qualified legal practitioner▪ Current legal practicing certificate▪ Strong legal drafting, contract review and legal research skills▪ Experience in one or more of the following legal areas:<ul style="list-style-type: none">○ Industrial relations/employment law○ Commercial & contracts○ Litigation & dispute resolution○ Licensing & intellectual property▪ Strong attention to detail, organisation and time management skills▪ Ability to show initiative and a creative approach to problem-solving	

AFL PLAYERS' ASSOCIATION

Level 2, 170 Bridport Street, Albert Park, VIC 3206

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- Passion for advocacy
- Reliability and accountability to organisational goals and targets
- Strong written and verbal communication skills
- Desire to learn and develop, ability to receive and respond to feedback, willingness to learn and embrace change, and commit to continual improvement of both self and the business
- Flexibility and willingness to take on tasks and projects other than legal work as needed
- Understanding of the interests and needs of AFL and AFLW players – personal interest in Australian Football will be highly regarded
- Experience in the sporting industry (including private practice experience acting for clients in the sporting industry) will be highly regarded

Key External Relationships/Interactions

- Accredited Agents
- AFL Players
- AFL
- AFL Clubs

Key Responsibilities / Activities

Representing the collective interests of current AFL and AFLW Players

- Legal and advocacy support for matters concerning the collective employment conditions of AFL and AFLW players
- Assist Head of Legal in drafting all collective employment agreements including CBA, playing contracts, Codes and Policies
- Assist Head of Legal and GM, Legal & Player Affairs with CBA strategy and planning based on player priorities
- Monitor the implementation of the CBA, and ensure delivery of CBA entitlements to players
- Monitor AFL player labour market trends, recommend and negotiate potential labour market reforms as required

Individual legal support for current AFL and AFLW Players

- Support Head of Legal on various individual player matters, including disputes, disciplinary and anti-doping matters
- Provide advice for AFLPA Regional Managers on individual CBA enforcement matters
- Assist with ad hoc player legal queries

Progress and maintain the interests of past player members

- Provide guidance and referral services to past player members in consultation with Head of Legal
- Lead legal role in past player Injury & Hardship Fund applications

Occupational Health and Safety

- Maintain an understanding of the OH&S issues applicable to AFL and how this relates to members
- Lead research and monitoring of trends across other sports, nationally and internationally

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AFL Players' In-House Legal

- Draft and review AFL Players' business agreements / contracts in consultation with Head of Legal (sponsorship, commercial, business operations, research partnerships etc.)
- Draft AFL Players' ambassador agreements with Players
- Monitoring, review and update of internal policies and procedures

Legal support for Agent Accreditation Program

- Legal support for Accredited Agents as required on player issues
- Legal support for Accredited Agent disciplinary and dispute resolution matters as required by Chair – Agents Board

Support for Football & Business Analyst

- Support on data entry and analysis as required from time to time

Support for Manager – Accredited Agents

- Support on internal agent matters (eg, exam marking, CPD recording, insurance matters, regulatory breaches) as required from time to time

AFL Players' Association Values

Relationships	<ul style="list-style-type: none">• Connect• Care• Promote Belonging
All In	<ul style="list-style-type: none">• Be United• Bring Passion• Take Ownership
Growth	<ul style="list-style-type: none">• Go Above & Beyond• Seek Continuous Improvement• Be Innovative and Agile
Impact	<ul style="list-style-type: none">• Show Courage• Inspire & Influence Others• Create Our Legacy
Trust	<ul style="list-style-type: none">• Respect Confidentiality• Do what you'll say you'll do• Trust in Others

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