

INDEPENDENT JUDICIAL PANEL CHAIR AND DEPUTY

3-Year Term Commencing 2025-26

THE FOOTBALL ASSOCIATION

The Football Association [The FA] is the not-for-profit governing body of football in England. It is responsible for promoting and developing every level of the game, from grassroots through to the professional game, and generates significant revenue to support investment into English football each year.

The FA oversees England international teams across men's, women's, youth and disability football, as well as running the National League System and FA Competitions including the Emirates FA Cup, and Women's Adobe FA Cup, and the world-class facilities of Wembley Stadium and St. George's Park, **all with a purpose to inspire positive change through football.**

Our game can tackle some of society's core challenges. It can bring communities together, nationally and locally. It can be a platform for inclusion, ensuring there is a place for all. It can get people active and promote wellbeing often at a time when we need it most. With UEFA EURO 2028 – hosted in the UK and Ireland – on the horizon, we have an incredible opportunity to transform football across the country.

Now is the time to inspire positive change.

THE JUDICIAL PANEL

As the governing body for the game in England, The FA sets Rules and Regulations which Participants are required to comply with. In the event of a breach of FA Rules and Regulations, it may be necessary for The FA to take action. As a result, Independent Regulatory Commission and Appeal Boards are often required to determine the outcome of a case.

The Judicial Panel is the pool of individuals from which Independent Regulatory Commissions and Appeal Boards are selected to hear cases or appeals in connection with disciplinary and other regulatory processes of The FA.

Regulatory Commissions are three-person, first-instance panels which determine FA disciplinary cases. Appeal Boards are three-person panels which hear appeals of Regulatory Commission decisions or appeals relating to decisions of applicable affiliated bodies.

THE JUDICIAL PANEL CHAIR

The Judicial Panel Chair is an individual who is independent from The FA and is responsible for appointing Judicial Panel members to Independent Regulatory Commissions and Appeal Boards, as well as the responsibilities set out below.

The Deputy Judicial Panel Chair is an individual to whom the Judicial Panel Chair may delegate their powers and responsibilities to where appropriate or necessary (e.g. due to unavailability).

The FA wishes to appoint a suitably experienced Judicial Panel Chair and a Deputy for an initial term of three years. Under the current terms of reference, this initial term can be extended for a further three years.

THE ROLE

Below are the key responsibilities of the Independent Judicial Panel Chair. These responsibilities will be the same for the Deputy when powers and responsibilities have been delegated.

- To fulfil the duties of the Independent Judicial Panel Chair in accordance with the Terms of Reference of the Judicial Panel and The FA's Rules and Regulations.
- To be responsible for appointments of Independent Regulatory Commissions and Appeal Boards to determine cases in accordance with the relevant selection policies.
- To work with the FA Executive to ensure that the Judicial Panel operates effectively and efficiently;
- To work alongside the FA Executive to deliver training of panel members.
- Such other services as required from time to time in order to fulfil the duties of the Judicial Panel Chair.

Examples of specific responsibilities of the Independent Judicial Panel Chair

- Appointing panel members to hear cases based on their availability and suitability for a particular case. This is an important and frequent part of the role.
- Determining applications to amend, suspend, reduce or dispense with the relevant time limits set out in the FA Disciplinary Regulations as well as issuing orders in respect of hearing dates and timetables regarding disclosure.
- Considering whether a preliminary application will be determined by the Regulatory Commission appointed to hear the charge or by a separate Regulatory Commission.
- Ratifying any accepted Standard Penalties or Standard Punishments as set out in the Disciplinary Regulations.
- Reviewing requests by appellants to withdraw an appeal that has commenced in accordance with the Appeal Regulations.
- Issuing instructions considered necessary for the proper conduct of appeal proceedings, including but not limited to: extending or reducing any time limit (including any applications to accept an appeal outside of the regulatory timeframes); amending or dispensing with any procedural steps set out in the Appeal Regulations; instructing that a transcript be made of the proceedings; ordering parties to attend a preliminary hearing; or ordering a party to provide written submissions.
- Chairing alone any appeal against only the quantum of costs ordered to be paid by an Appeal Board arising from proceedings that related to a decision of an Affiliated Association; or a league operating at Step 5 or below of the National League System; or a league operating at Tier 3 and below of the Women's Football Pyramid.
- Deciding whether to stay the effect of, or compliance by the Participant charged with, a penalty or order of a Disciplinary Commission (i.e. County FA level cases) following an application by the Participant.

ESSENTIAL ATTRIBUTES REQUIRED

The essential attributes required are:

- A qualified solicitor or barrister with a minimum of 15 years post-qualification experience. King's Counsel level desirable but not mandatory;
- Experience as a judge, arbitrator, disciplinary tribunal member or similar;
- A demonstrable knowledge of sports regulation and the applicable law;
- A significant understanding of the regulatory framework for English football;
- Recent, relevant experience of involvement in sports disciplinary matters;
- An understanding of regulations relating to and/or direct previous involvement dealing with one or more of the following would be advantageous:
 - Anti-doping;
 - Betting;
 - On-field misconduct;
 - Technical area misconduct;
 - Discrimination;
 - Other Integrity offences;
 - Agents;
 - Club administration responsibilities.
- An ability to assess evidence and submissions put before a Regulatory Commission or Appeal Board in an open, knowledgeable and fair-minded way;
- Sound and objective judgment;
- An ability to work to tight timescales, under pressure whilst dealing with high-profile cases that must be treated in the strictest of confidence;
- Strong interpersonal skills, excellent listening and communication skills;
- Integrity, impartiality and high ethical standards.

TIME COMMITMENT

The role of Independent Judicial Panel Chair requires regular engagement with the FA during business days throughout the year and occasionally outside of business hours, particularly at busy times in the fixture calendar.

The Deputy Judicial Panel Chair will generally be contacted during periods the Judicial Panel Chair is unavailable but will not have the same anticipated time commitment as the Chair.

Compensation for the role will be by way of an annual fee.

HOW TO PROGRESS APPLICATION

If you feel that you have the relevant skills and experience, please apply via the link here - [Application Form for The FA Judicial Panel Chair and Deputy Chair Roles](#). You will be required to submit your CV and short covering letter highlighting your suitability for the role by reference to the key attributes outlined above.

Please confirm in the tick box if you wish to be considered for both the Judicial Panel Chair and Deputy role. Otherwise, we will process your application based on an application for the Judicial Panel Chair role only.

As the requirements of the role may change, this document should be viewed as guidance only. The Football Association Group promotes inclusion and diversity and welcomes applications from everyone.

We welcome applications from everyone and are proud to be an equal opportunities organisation. If you have any particular requirements in respect of the recruitment or interview process, please mention this during your application.

The closing date for applications is 31 March 2025. Interviews will take place via video conference in April 2025.