

Independent Non-Executive Chair

Candidate Brief

The Company

The Scottish Women's Premier League was established in 2022, following a consultation process involving the elite women's football clubs in Scotland and a lengthy governance review, carried out by the Scottish FA in association with UEFA.

Since the establishment of the SWPL as a subsidiary of the SPFL in 2022, the organisation has undergone transformational growth with the formation of new competitions and a new brand as well as landmark partnerships. These partnerships span across broadcast and wider commercial sponsorship, which include brands such as Sky Sports, BBC Scotland, BBC ALBA, ScottishPower, Puma and Parks Motor Group.

This commercial focus has enabled the SWPL to deliver record revenues year on year alongside increasing crowds in stadia, record TV viewing figures, more professional players than ever, and arguably the most competitive title race in Europe.

The SWPL has also established a growing reputation and influence in Scotland and beyond through representation on the Scottish FA's Professional Game Board as well as the Women's World Leagues Forum and various committees at UEFA and the Scottish Government.

The Scottish Women's Premier League Limited ("SWPL") is a private limited company and a wholly owned subsidiary of the SPFL. It has a board of nine directors, made up of:

- an independent non-executive chair
- an independent non-executive director
- a Managing Director
- one representative appointed by the SPFL
- four non-executive directors appointed by SWPL1 clubs
- one non-executive director appointed by SWPL2 clubs



Company Objectives

- To run competitive and professional league and cup competitions with standing and recognition throughout Europe and globally.
- To maximise the commercial potential and deliver increased revenues in respect of the above competitions for the benefit of the member clubs.
- To achieve transformative financial growth for the women's game in Scotland.
- To enhance visibility and grow the fanbase of the SWPL and the Clubs which participate within it.
- To provide leadership in the development of key initiatives to improve the quality of the game in Scotland and to set a pace for the whole of Scottish women's football.
- To build strong relationships with stakeholders including Government, broadcasters, competition organisers and football governing bodies in Scotland and around the world.

The Role

The role of Independent Non-Executive Chair involves leading and chairing the board of directors of the Scottish Women's Premier League Limited and acting as one of the two key figureheads of the organisation, alongside the Managing Director.

The Chair will be expected to support and challenge the executive team, led by the Managing Director.

In addition to attending circa. six Board meetings per year and twice-yearly General Meetings, the role of the Independent Non-Executive Chair will include sitting on:

- Board Remuneration Committee
- Other Sub Committees of the SWPL Board as required from time to time, such as to deal with issues such as rules breaches and disputes

The role will suit someone who has a passion for Scottish women's football and who wants to be part of this exciting and important industry at this crucial point in its development.

Key Competencies

- Diplomacy, patience, gravitas and the ability to lead a board of directors through a period of significant change are all qualities that the successful candidate will possess.
- The successful candidate will be comfortable operating in a high-profile environment.
- Excellent communication and meeting management skills.
- A flexible personality; a persuader and influencer.
- Independent of member clubs or willing to become so.
- Strong existing network, including in corporate Scotland and beyond.

Prior Experience

- Demonstrable interest in Scottish women's sport is essential, but previous experience of working within the sector not required.
- Previous Non-Executive Director experience is desirable.



Remuneration

Expenses plus a small (negotiable) annual honorarium.

Time Commitment

It is expected that a time commitment of one day per fortnight on average will be required.

Applications

To apply, please send a covering letter and CV to Fiona McIntyre, SWPL Managing Director, at fionamcintyre@spfl.co.uk by 4th May 2025.



Additional Information - SWPL Competitions

The SWPL league divisions will be constituted as follows from the 2025/2026 Season:

SWPL1

10 clubs playing each other once home, once away (i.e. 18 games) before the division splits into two – the top section will comprise of six clubs and the bottom of four clubs. Each club in the top six will then play each other club in the top six twice more, once at home and once away (i.e. 10 games) – making 28 games in total. Each club in the bottom four will then play each other club in the bottom four twice more, once at home and once away (i.e. six games) – making 24 games in total.

The top team will be the champion club, earning it a place in the UEFA Women's Champion League (alongside the second-placed club) in season 2026/2027.

The 10th placed club will be relegated to SWPL2; whilst the 9th placed club will play-off against the winner of the play-off semi-final match for the right to play in the SWPL1 in season 2026/2027.

SWPL2

10 clubs playing each other once home, once away (i.e. 18 games) before the division splits into two – the top section will comprise of six clubs and the bottom of four clubs. Each club in the top six will then play each other club in the top six twice more, once home and once away (i.e. 10 games) – making 28 games in total. Each club in the bottom four will then play each other club in the bottom four twice more, once home and once away (i.e. six games) – making 24 games in total.

The top team will be the champion club, earning it a place in the SWPL 1 in season 2026/27.

The 10th placed club will be relegated to the SWF Championship, whilst the 9th placed club will play-off against the 2nd placed team in the SWF Championship for the right to play in the SWPL2 in season 2026/2027.

The extended play-off system will see the clubs finishing 3rd and 4th playing off in the play-off quarter final before meeting the 2nd placed club in the play-off semi-final match. The winner of that match will play the club finishing 9th in SWPL 1 in the play-off final match for the right to play in the SWPL1 in season 2026/2027.

League Cup

The Company also runs a cup competition for the 20 clubs across both leagues.





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