



## **UK & IRELAND 2028 LIMITED**

**SENIOR INDEPENDENT DIRECTOR,  
INDEPENDENT NON-EXECUTIVE DIRECTOR – REMUNERATION, &  
INDEPENDENT NON-EXECUTIVE DIRECTOR - AUDIT & RISK  
RECRUITMENT**

**Additional Information**



## UEFA EURO 2028 UK & Ireland - Background

On 10 October 2023, the UK & Ireland were awarded the rights to host UEFA EURO 2028 – the world's third largest sporting event.

Hosted in Summer 2028, UEFA EURO 2028 will see Europe's top 24 national teams compete in a 31-day, 51 match tournament which will be attended by over 3 million spectators, with a global tv audience of upwards of 2 billion people.

UEFA EURO 2028 will be the largest sporting event jointly hosted by the UK and Ireland.

The tournament will be planned and delivered by a variety of partners including:

- UEFA (event owner and key event delivery partner inc. all commercial elements and overall responsibility for operational delivery)
- The English Football Association, Football Association of Ireland, Football Association of Wales, Irish Football Association and Scottish Football Association (Football Association Partners)
- Host Cities across the UK & Ireland
- Host Stadia across the UK & Ireland

The Government Partners of the UK & Ireland (Government of Ireland, Northern Ireland Executive, Scottish Government, UK Government and Welsh Government (the Government Partners) will also provide extensive support.

To deliver their responsibilities, the Football Association Partners are establishing a new company, UK & Ireland 2028 Limited (the Company).

The Football Association Partners will jointly own the Company, with a Board of Directors overseeing the activity of an executive workforce.

An exciting opportunity has arisen for 3 exceptional individuals to join the Company Board for a 4-year period. Partners are seeking applications for the following Board positions:

- 1 x Senior Independent Director
- 1 x Independent Non-Executive Director - Remuneration
- 1 x Independent Non-Executive Director – Audit & Risk

The Government Partners, with the support of UK Sport, will be responsible for identifying and overseeing the recruitment of these roles and their nomination to the Company Board.

## The Opportunity

UEFA EURO 2028 represents a pivotal moment for football and major events in the UK and Ireland.

The tournament partners have a strong tradition of hosting international matches and tournaments including UEFA Champions League Final 2024, UEFA Europa League Final 2024, Women's UEFA EURO 2022, UEFA Super Cup 2021 and UEFA EURO 2020 (2021). Partners are also hosting the upcoming UEFA European U19s in 2024 and 2026 which both promise to be fantastic events, showcasing their hosting credentials.

As one of the world's largest and highest-profile sporting events, UEFA EURO 2028 will attract the attention of the sporting and major event communities, the media, and the public at large across the UK & Ireland, Europe and the World. With its unique hosting model, the event promises to spread the impacts and benefits of the tournament across the nations and communities of the UK & Ireland.

Hosting partners have devised a vision for the tournament of *Football for All, Football for Good and Football for the Future*, with an aspiration to generate tangible impacts and spread benefits as broadly as possible across the UK and Ireland. More information on this can be found in the [UK & Ireland UEFA EURO 2028 Bid Brochure](#).

Board Directors will play an integral role in shaping the strategic direction of the tournament and supporting this vision.

## Board Composition

Debbie Hewitt, Chair of the English Football Association and FIFA Vice President will chair the Company Board of Directors. The Board is comprised as follows:

- The Chair (1)
- The Chief Executive Officer of each Football Association Partner (5)
- UK & Ireland 2028 Limited Managing Director (1)
- Senior Independent Director (1)
- Independent Non-Executive Director – Remuneration (1)
- Independent Non-Executive Director – Audit & Risk (1)

Additionally, the Government Partners of the UK & Ireland will each have a nominated representative who will have observer status at the Company Board.

Board Committees for: (i) Audit and Risk, and: (ii) Remunerations, will be established in 2025.

## Key Relationships

- UK & Ireland 2028 Limited Chair & other Board directors
- UK & Ireland 2028 Limited Managing Director and executive team
- The Government Partners of the UK & Ireland

## Independence

For the purposes of these Board positions, the appointed parties should not hold any executive or non-executive position, from 2025 onwards, in the following entities:

- UEFA (or its Non-UK & Ireland Member Associations)
- The English Football Association Group, Football Association of Ireland, Football Association of Wales, Irish Football Association, Scottish Football Association
- Government of Ireland, Northern Ireland Executive, Scottish Government, UK Government, Welsh Government

## Application and Appointment Process

### Applications:

- To apply interested parties should:
  - Complete this [Diversity Monitoring Questionnaire](#)
  - Submit via email to [euro2028director@uksport.gov.uk](mailto:euro2028director@uksport.gov.uk) a CV and accompanying cover letter setting out their experiences and relevance for the role
- The CV and cover letter should have a combined maximum length of no more than five A4 sides
- Applicants should also confirm in their cover letter if they would like to be considered for the Senior Independent Director, Independent Non-Executive Director – Remuneration, or Independent Non-Executive Director – Audit & Risk position (or more than one role)
- Applications will be processed in line with the Privacy Policy below
- **The deadline for applications is 5pm on 26 July 2024**

### Interviews:

- If shortlisted, applicants will proceed to an in-person interview with an Appointment Panel composed of the Government Partner organisations
- Successful applicants will be notified if they are progressing to interview in early **September 2024**
- Interviews will take place from **30 September to 2 October 2024** in London
- Reasonable out of pocket travel and subsistence expenses for attendance at interviews will be reimbursed, where requested. Wider expenses, including childcare provision and personal support for those with a disability will also be considered, where relevant.
- Reasonable adjustments will be made to accommodate individual applicant needs during the interview process. In certain, limited circumstances, this may include consideration to hosting interviews virtually.

### Appointment:

- Positions will be offered in Winter 2024, ahead of the first Company Board meeting, provisionally scheduled for early 2025
- Preferred candidates will be background checked prior to appointment
- As part of their appointment, successful candidates will be asked to sign:
  - An Appointment Letter/Agreement
  - A Code of Conduct
  - A Declaration of Interest form
  - A Compliance Document/Declaration of Good Character

## Informal Discussions

To arrange an informal discussion about a position, interested parties can email [euro2028director@uksport.gov.uk](mailto:euro2028director@uksport.gov.uk)

## **Time Commitment – Board Meetings**

The time commitment expected of Board Directors will increase throughout the tournament lifecycle, as agreed by the Board. During the planning stages of the tournament (from 2025-2027), the time commitment is expected to be:

- 4-6 in-person meetings per year with preparation time for each
- Total annual time commitment of 8-12 days

Board meetings are expected to take place in each of the Host Nations on a rotational basis. Where it supports accessibility, virtual attendance will be considered.

## **Time Commitment – Audit and Risk Committee Meetings**

The time commitment expected of Audit and Risk Committee members will increase throughout the tournament lifecycle, as agreed by the Board and/or Audit and Risk Committee. During the planning stages of the tournament (from 2025-2027), the time commitment is expected to be:

- 4-6 meetings per year
- Annual time commitment of 8-12 days

Audit and Risk Committee meetings are expected to take place in person. Where it supports accessibility, virtual attendance will be considered.

## **Time Commitment – Remunerations Committee Meetings**

The Remunerations Committee will meet once initially in 2025 and then on an ad hoc basis as needed. Meetings are expected to take place in person. Where it supports accessibility, virtual attendance will be considered.

## **Duration of Appointment**

Appointed Board Directors will be on-boarded in December 2024 and will remain in post until March 2029. The first UK & Ireland 2028 Limited Board meeting will be in early 2025.

## **Remuneration**

Successfully appointed Company directors can choose to be paid an optional fixed day rate fee of £300 for each Board meeting. Additional reasonable out of pocket travel and subsistence expenses for attendance at Board meetings will be reimbursed. Wider expenses, including childcare provision and personal support for those with a disability will also be considered, where relevant.

## Diversity and Inclusivity

The Partners are committed to ensuring that UEFA EURO 2028 drives diversity and inclusion and operates a policy of equal opportunity with respect to employment, promotion and training. UK and Ireland 2028 Limited will be committed to embedding diversity and inclusion in all its recruitment and appointment procedures. To ensure the broadest possible depth of expertise on the Board, we are particularly keen to attract applications from across the UK and Ireland, from female candidates, people from ethnically diverse backgrounds and those with disabilities.

## Privacy Policy

By applying, you agree that your personal data will be processed in accordance with the following privacy notice and all relevant data protection legislation. If you do not agree to be legally bound by the following privacy notice, please do not apply. We recommend that you print a copy of these terms for future reference.

UK Sport will collect personal identifiers about you such as name and contact information as well as your CVs. The lawful basis for processing this personal data is public task - one of UK Sport's organisational priorities is to help fund and organise Major Events in the UK and this recruitment process will help to achieve this priority.

We may share your personal data, cover letters and CVs with the following Event Partners:

- UK and Ireland 2028 Ltd
- The English Football Association
- Government of Ireland, Northern Ireland Executive, Scottish Government, UK Government, Welsh Government

UK Sport will keep your personal data and CVs on our secured IT systems until 31 December 2025 at which point all personal data and CVs will be deleted. If you have any requests about your CV and/or personal data, please contact: [euro2028director@uksport.gov.uk](mailto:euro2028director@uksport.gov.uk)