



Director — Legal Counsel

Board Position Description | Reports to the Board Chair | U.S. Based (remote)

1 • About USA Netball

USA Netball (the United States of America Netball Association) is the National Governing Body for the sport of netball in the United States, recognised by World Netball and the Americas region. Founded in 1992, the non-for-profit organisation is responsible for growing participation, sanctioning competition, developing coaches and officials, and fielding national teams that represent the United States on the world stage.

Netball is played in over 80 countries and is among the world's most participated team sports for women and girls. In the United States the game is at an inflection point: a fast-growing base of schools, clubs and community leagues, rising visibility of the National Championships, and an emerging opportunity to position the United States as a credible force in netball globally, working toward a sustainable future for the sport in US, including through the Back the Bid 2032 campaign for Olympic recognition.

2 • Role Purpose

The Legal Counsel Director is a non-executive director who brings qualified legal expertise to the Board's deliberations. The role supports the Board in discharging its governance, fiduciary and compliance responsibilities by providing guidance on legal and regulatory matters affecting the organisation, advising on risk and conflicts of interest, and overseeing the organisation's relationship with external legal counsel. The Legal Counsel Director does not provide day-to-day legal advice to management — that is the role of engaged external counsel — but ensures the Board is properly informed on legal dimensions of its decisions and that appropriate legal frameworks are in place.

3 • Key Responsibilities

3.1 • Governance & Board Contribution

- Contribute to the strategic direction and governance of USA Netball as a full voting director of the Board, attending and actively participating in scheduled Board meetings, the Annual General Meeting, and relevant sub-committees.
- Discharge fiduciary duties — care, loyalty, good faith and obedience — in accordance with applicable U.S. nonprofit law and USA Netball's constitution and bylaws.
- Review Board papers in advance, come prepared to debate constructively, and support decisions once made, modelling the culture and values of USA Netball.

3.2 · Legal & Regulatory Guidance

- Provide the Board with informed guidance on legal and regulatory matters affecting USA Netball, including nonprofit corporate law, tax-exempt status, governance, contracts, employment, safeguarding, anti-doping, anti-corruption, intellectual property and data protection.
- Advise on the legal implications of strategic decisions, partnerships, sponsorships, event hosting, and international federation (World Netball, Americas Netball) and USOPC obligations.
- Flag emerging legal, regulatory and reputational risks to the Board, and recommend appropriate mitigation or escalation.

3.3 · External Counsel Oversight

- Oversee the engagement, brief and performance of external legal counsel, ensuring work is properly scoped, cost-effective, and aligned with the organisation's interests.
- Act as a liaison between the Board, the CEO and external counsel on significant legal matters, translating complex legal advice into clear decision-relevant options.
- Advise the Board on when external legal opinion or representation is required, and on conflicts between counsel and the organisation.

3.4 · Compliance, Risk & Integrity

- Support the Board's oversight of the organisation's compliance framework, including bylaws, policies (safeguarding, member protection, anti-doping, conflicts of interest, whistleblowing), and reporting obligations.
- Advise on the integrity of the sport — anti-doping, competition manipulation, member protection — and the organisation's response to alleged breaches.
- Assist the Board in reviewing and updating the constitution and bylaws as the organisation evolves.

3.5 · Conflicts, Confidentiality & Conduct

- Disclose any actual, potential or perceived conflicts of interest promptly and comply with the Board's conflict management process, including withdrawing from discussion or decision where required.
- Maintain strict confidentiality regarding Board deliberations, athlete and member information, commercial negotiations, and other sensitive matters, during and after the term of appointment.
- Uphold and model the USA Netball Code of Conduct and values in all interactions on behalf of the organisation.

4 • Selection Criteria

Essential

- A qualified lawyer — admitted to practise in at least one U.S. jurisdiction — with a minimum of five years' post-qualification experience.
- Demonstrated expertise in one or more of: nonprofit corporate governance, sports law, contracts and commercial law, employment law, or regulatory compliance.
- Prior board, committee or senior advisory experience, with an understanding of director duties and not-for-profit governance.
- Ability to translate complex legal issues into practical, decision-relevant advice for a non-legal Board.
- Sound judgement, independence of mind, and the willingness to challenge constructively and ask difficult questions.
- A genuine commitment to inclusion, safeguarding, and the welfare of athletes at every level of the sport.
- Eligible to work in the United States and able to satisfy USA Netball's director background and probity checks.

Highly Desirable

- Familiarity with the U.S. and international sporting landscape, including national governing bodies, the USOPC, World Netball and the Americas region.
- Experience with safeguarding, anti-doping or integrity frameworks in sport.
- Experience with sponsorship, broadcasting, events or intellectual property matters.
- An existing connection to netball or a comparable team sport — as a player, coach, official, parent or volunteer.

5 • Personal Attributes

- Independent and objective — able to separate personal or professional interests from the organisation's.
- Collegiate and respectful — a contributor who strengthens Board dynamics rather than dominates them.
- Discreet and trustworthy — handles sensitive information with care.
- Curious about the sport and the people who make up the netball community.

7 • Key Relationships & Accountabilities

Relationship	Nature of the accountability
Board of Directors	Full voting director; contributes to strategy, governance and risk oversight; supports collective decisions of the Board.
Board Chair	Works closely with the Chair on legal dimensions of the Board's agenda and on sensitive matters requiring legal guidance.
CEO	Advises on legal aspects of operational decisions escalated to the Board; does not provide day-to-day legal advice to management.
External Legal Counsel	Oversees engagement, briefs and performance; liaises on significant matters on behalf of the Board.
Audit & Risk / Governance Sub-committees	May serve as a member or chair, providing legal lens on compliance, risk and policy review.
World Netball, Americas Netball, USOPC	Supports the Board in meeting federation and regulator obligations.

7 • Terms of Appointment

- Voluntary, non-executive director role — no remuneration; reasonable
- Initial term of three years, renewable for a second term subject to Board endorsement and the bylaws' director rotation limits.
- Time commitment of approximately 10 days per year, including four to six Board meetings, the AGM, sub-committee work, preparation and providing legal advice and/or representation as required.
- Subject to signing a Director Agreement covering confidentiality, conflicts of interest, code of conduct, and indemnification, and to completing the organisation's director onboarding.
- Directors are covered by the organisation's Directors & Officers liability insurance while acting in their Board capacity.

8 • How to Apply

Complete application via <https://usanetball.org/usa-netball-careers> including resume and a cover letter (maximum two pages) addressing the selection criteria. Questions to **president@usanetball.com**. Applications close at Sunday 30 August 11:59pm; late or incomplete applications may not be considered.