



Executive Director: National Hockey League Players Association
Toronto, Canada
<http://www.nhlpa.com>

Description:

The National Hockey League Players Association (NHLPA) is the labor union that serves as the exclusive collective bargaining representative of all current National Hockey League players. The NHLPA also provides a wide range of other services to players to enhance their current and future careers.

The Executive Director, at the direction of the players' elected Executive Board, provides strategic leadership and makes all significant decisions governing every aspect of the NHLPA's work, operations and its approximately 60 staff members. More specifically, the Executive Director is responsible for and supervises the NHLPA's collective bargaining negotiations with the NHL, its administration of the contract with the NHL on behalf of individual players and the NHLPA, its affiliated business operations, its international initiatives, and its operations and staff, including its legal department, its benefit plan, its regulation of player agents, its charitable efforts, its communications function, and its programming.

One critical responsibility of the Executive Director is strategic leadership and decision making about collective bargaining and contract administration. The new Executive Director will lead the NHLPA's efforts for a successor to the current collective bargaining agreement, which should expire after the 2025-26 NHL season. In addition, the Executive Director will direct the NHLPA's business initiatives, enhancing, developing, and marketing commercial opportunities for individual players, the NHLPA, and the sport of hockey. As hockey is a major international sport, the Executive Director will also oversee the development and execution of international programs and projects to create additional opportunities for players and to showcase the sport. Finally, the Executive Director directs and supervises the NHLPA's operations and personnel to ensure that the NHLPA continues to focus on and serve the best interests of players.

The Executive Director is appointed by the NHLPA's Executive Board, the players' elected leadership. His or her job is to inspire, lead and serve the membership in their roles as NHL players in the sport and in their communities.

Responsibilities:

As leader of an international labor union with numerous responsibilities to players, the NHLPA's Executive Director has multiple distinct areas of responsibility:

- Prepare and strengthen players and staff, develop strategy for, and lead collective bargaining with the NHL; inspire players' involvement
- Manage and direct administration of the collective bargaining agreement between the NHLPA and the League, including matters that result in grievances or arbitrations of disputes with Clubs and the NHL
- Select, motivate, develop, and lead the NHLPA's professional staff and operational divisions
- Create and execute a strategy to develop and enhance the NHLPA's business operations and partnerships and to support individual players' development and enhancement of their own commercial opportunities
- Manage and foster the NHLPA's relationships with numerous stakeholders, including hockey organizations, player agents, business partners, fans and the media
- Represent players and their interests in connection with the promotion of hockey, including by supporting international hockey and women's hockey
- Support and encourage the players' and the NHLPA's charitable initiatives
- Positively present the players and the NHLPA in the public and the press and effectively manage any public crisis in which players' interests are involved

Experience:

Given the wide scope of the responsibilities of the Executive Director, we are looking for individuals who have substantial experience in the following non-exhaustive list of areas:

- 10+ years in leadership roles, ideally in unions or professional sports, and proven leadership ability, character, integrity, and work ethic in those roles
- Experience working for or with a labor union, along with an understanding of how the labor laws and collective bargaining process work
- Experience in high stakes negotiations, ideally collective bargaining; experience in business negotiations also a plus
- Management experience, including supervising or directing an enterprise with multiple functions and handling the potentially diverse needs of numerous different constituencies
- Strong and demonstrated communications skills, both spoken and written, including with the public and the press
- Flexibility, adaptability and versatility to address numerous difficult issues rapidly, efficiently and effectively
- People management skills and demonstrated ability to collaborate with and obtain the best from others, including staff and stakeholders, to listen and respond to contrary ideas, and to bring people together in the best interest of the organization
- Awareness of the public and media environment and their implications for players and the NHLPA