



General Counsel and Director of Compliance

CONTRACT	Full Time / Exempt	LOCATION
REPORTS TO	Commissioner	Cornelius, North Carolina
COMPENSATION	This position includes a comprehensive compensation package commensurate with experience. Additional details will be provided to qualified candidates.	

ABOUT THE GIRLS ACADEMY

The Girls Academy is the leading youth development platform for the best female soccer players in the United States. We are the only national youth soccer platform that represents the collective vision of member clubs and actively engages the voice of the players to take real ownership of the league. We embrace the desire of club members and players to maintain an unrivaled standard of excellence in coaching, competition, and regional and national showcase events throughout the year.

The Girls Academy is committed to cultivating an environment that empowers each player to reach their best potential as an exceptional athlete and human being by celebrating the player's journey with a lifelong love of the game through competition, showcases, and camaraderie.

The Girls Academy is an equal opportunity employer committed to building a diverse and inclusive team that reflects the communities we serve.

OVERVIEW

The General Counsel and Director of Compliance is a senior leader responsible for the establishment, implementation, and ongoing success of the Girls Academy League's legal, safeguarding, and compliance functions. This role serves as the organization's primary legal resource and compliance authority, overseeing strategy, policy, risk management, governance, education of staff and Board on legal matters, problem prevention, crisis response, and risk mitigation across the Girls Academy ecosystem.

Primary responsibilities include, but are not limited to:

RESPONSIBILITIES

Safeguarding and Compliance

- Serve as the organization's lead safeguarding and compliance subject matter expert; remain current on policies, trends, and best practices; and develop and execute comprehensive safeguarding education for staff, members, registrants, and other stakeholders. This core function centers on the Girls Academy sanctioning authority and responsibilities.

- Oversee prompt response to safeguarding and compliance reports and inquiries, manage cases from intake through closure, and oversee processes and procedures that ensure proper registration and participation in the Girls Academy
- Consolidate and evaluate data from safeguarding reports to identify trends, enforce member compliance through auditing, and ensure thorough documentation and record-keeping of all safeguarding and compliance matters.

Governance and Board Support

- Provide legal counsel to the Board of Directors and its committees, including preparation of meeting materials, minutes, and governance documents, and advise on board duties, conflicts of interest, and fiduciary responsibilities.
- Maintain and update governing documents—including bylaws, board policies, and committee charters—ensuring alignment with applicable law, and support board onboarding and training on governance and legal obligations. Advise on nominations and governance issues.

General Regulatory and Legal Compliance

- Serve as the organization's primary resource on federal, state, and local regulatory compliance, monitoring evolving legal requirements applicable to youth sports organizations and ensuring timely organizational compliance.
- Develop, implement, and maintain organizational policies and procedures to ensure ongoing legal compliance, and coordinate with external counsel and regulatory bodies as needed.

General Risk Management

- Identify, assess, and monitor legal and operational risks across the organization, and develop proactive strategies and frameworks to mitigate exposure.
- Respond to and manage incidents that present a risk or liability exposure to the Girls Academy and/or its leadership.
- Oversee the insurance portfolio, including coordination with brokers, carriers, and outside counsel on coverage and claims, and serve as primary liaison on risk-related matters in partnership with the Commissioner.

Contracts and Transactions

- Draft, review, negotiate, and manage a broad range of contracts, including vendor agreements, sponsorships, licensing arrangements, and member agreements, advising staff on obligations, rights, and risks prior to execution.
- Develop and maintain standard form agreements and contract management systems, and support due diligence and legal review for strategic transactions and partnerships.

Strategic Advisor

- Serve as a trusted legal and strategic advisor to the Commissioner and senior leadership, participating in strategic planning and proactively communicating legal and risk-informed perspectives on organizational decisions.
- Champion a culture of integrity, accountability, and ethical conduct, and build relationships with peer organizations and legal professionals to stay current on trends in youth sports and nonprofit law.

Outside Counsel Support

- Identify matters requiring outside legal counsel; manage selection, retention, and performance of external legal resources; and serve as the primary internal liaison for all outside counsel engagements.

- Review and manage outside counsel invoices and budgets, and maintain institutional knowledge of externally managed matters to ensure continuity and informed decision-making.

REQUIRED QUALIFICATIONS

This position requires an individual who is proactive, motivated, of high integrity, and able to work cooperatively in a team environment while representing the Girls Academy League in a professional manner. Additional qualifications are as follows:

- Juris Doctor (J.D.) from an accredited law school and active bar membership in good standing required.
- A minimum of five years of experience in legal practice, compliance, or a combination thereof, preferably including experience with nonprofit organizations, sports organizations, or youth-serving entities.
- Demonstrated experience in safeguarding, compliance, or related fields, with familiarity with applicable legal frameworks and best practices.
- Strong emotional intelligence, sound judgment, and the ability to think critically and assess risk in complex situations.
- Exceptional diligence, attention to detail, organizational skills, and clear written and verbal communication skills.
- Ability to use discretion and handle sensitive and confidential information appropriately.
- Experience working with boards of directors or in a governance support capacity preferred.
- Passion for youth sports and alignment with the Girls Academy League's mission and values.
- Knowledge and experience handling employment matters is helpful, including but not limited to drafting employment contracts, advising on employee relations matters, and strategizing to support employee performance and efficient organizational governance.

Other

- Occasional long days, evening/weekend/holiday work, and travel may be required based on business needs.

COMPENSATION AND BENEFITS

This position includes a comprehensive compensation package commensurate with experience. Additional details will be provided to qualified candidates.

HOW TO APPLY

Interested candidates should submit a cover letter and resume via the Application Form: [CLICK HERE TO APPLY](#)