



Campus

Women on Board Programme

**Empowering Women to Shape
the Future of Football**



In collaboration with



About EFC Campus

EFC Campus is the central hub for European Football Clubs' (EFC) education programmes and knowledge-sharing initiatives, designed to help clubs grow, thrive and achieve professional excellence. Built on the pillars of Knowledge, Network and Impact, EFC Campus supports club development by adapting to the evolving needs of our members.

Through executive education methodologies that blend theoretical knowledge with practical learning, participants gain the skills and insights needed to create tangible results within their clubs. EFC Campus fosters a culture of knowledge-sharing, encouraging the exchange of experiences, contacts, strategies and good practices to drive collective success.

Read on to see how the EFC Women on Board Programme (WOBP) could impact your journey.



Programme Overview

In 2023, EFC introduced governance reforms to ensure a boost in inclusion and diversity within the European club football ecosystem.

With key targets set, including a minimum of 25% female representation on the EFC Board by 2027 and 35% by 2030, EFC is focusing on education as one of several ways to drive change and achieve true diversity at football decision-making level.

As part of a wider holistic change programme to provide opportunities for women to access senior decision-making positions in football, EFC has introduced the bespoke WOBP, which is tailored to the realities of women working at football clubs.

Through the provision of the right tools, strategies, skills and community, EFC aims to unlock potential and empower women working in club football to be trained, coached and mentored to prepare for future leadership positions, including but not limited to standing for election to the EFC Board.



Purpose

The WOBP aims to drive meaningful change in football governance by increasing female representation at decision-making levels while raising awareness among EFC Member Clubs of the benefits of diverse leadership and inclusive workplace cultures.

Learning Outcomes

By the end of this programme, participants will have:

- Developed new skills and competencies to enhance their professional impact.
- Overcome personal and professional obstacles to progress in their careers.
- Gained the confidence and knowledge to take on new responsibilities.
- Expanded their network within the football industry.
- Unlocked their full potential, strengthened their leadership abilities and advanced their influence in football.



Who is the WOBP for?

The programme is designed for women in active senior roles within EFC Member Clubs or EFC administration who are either:

- Already operating at board or executive level
- Identified as high-potential leaders on the pathway to such positions

This includes individuals with strategic oversight, cross-departmental influence or those preparing to take on governance or leadership responsibilities within their club.

The programme offers a supportive, high-level environment to grow, connect and prepare for the demands of boardroom leadership in modern football.

To ensure a diverse and enriching learning experience, EFC will carefully select participants with the goal of representing a broad mix of expertise, club backgrounds and countries. This approach encourages a dynamic exchange of perspectives, benefitting all involved.



Programme Structure

The WOBP provides a blended learning experience, combining immersive in-person sessions with interactive online workshops, recorded masterclasses and peer coaching opportunities. Participants will also have the unique option to attend a prestigious EFC networking event, offering valuable industry connections.

The programme spans approximately two months, designed to deliver an impactful learning journey within a compact timeframe.



In-person

3 days at EFC HQ,
Nyon, Switzerland



Online

3 x 2-hour
online sessions



Peer coaching

4 x 90-minute
online sessions



Experiential

EFC General
Assembly or a
similar EFC event

Topics Include

- Leading self & others
- Building skills for effective leadership (including communication, decision-making, storytelling & negotiation)
- Becoming board-ready
- Influencing others & managing up
- Promote & leading change

Collaboration

EFC is partnering with Women in Football (WIF) for the design, development and delivery of the WOBP.

As an organisation which truly understands the challenges and opportunities for women in the football industry, we believe this collaboration will provide participants with a safe, relatable and inspiring environment to not only grow, but thrive.

About **WOMEN IN FOOTBALL**

WIF is a professional network of women, men and non-binary people working in and around the football industry who are dedicated to driving women in football forward. A vibrant, growing and engaged member community, WIF are working towards change on an institutional level, and believe that harnessing the best talent, whatever it looks like, is fundamental to the success of the industry.

WIF supports women to hone and fortify their talents and abilities through bespoke courses, workshops, coaching and networking opportunities. They throw open the doors for more diverse talent, leading campaigns on gender equality and working with football employers on how they can become more gender-inclusive, and are dedicated to working together to transform the industry.

WIF has an unwavering dedication and passion for the beautiful game, possessing unrivalled insight into the intricate workings of the football workforce. Their invaluable contributions span from the boardroom to the pitch, sharing insights, breaking down barriers and inspiring change.

As pioneers in a traditionally male-dominated industry, WIF brings diverse perspectives, fostering inclusivity and equality. Their tireless efforts in leadership, coaching, administration and mentoring not only showcases their expertise but also serve as a beacon of empowerment for aspiring women in football worldwide.

Through their resilience and commitment, they continue to shape and elevate the sport, ensuring it thrives as an arena where talent knows no gender boundaries.

Testimonial



Ingrid Vanherle

Standard Liège Women's Football & Futsal Director
EFC Board Member since 2024



Participating in the EFC Women on Board Programme was a truly life-changing experience. The speakers inspired and challenged me on a deep level, offering invaluable insights that still resonate with me. Today, I actively apply the learnings from this programme in my day-to-day role, and it has significantly enhanced my leadership approach. Beyond the learning, I was deeply inspired by the amazing women in the programme. Together, we formed connections and friendships that I will treasure forever - a network of support and empowerment. Programme highly recommended!



Key Dates

3rd edition

April-June 2026

In-person Programme Kick-off:

21-23 April 2026

(Nyon, Switzerland)

Application Closing Date:

27 February 2026



Applications

Applicant Criteria

- Hold an active senior position within an EFC Member Club or within EFC administration.
- Have employer support to participate in the programme.
- Be available for the full duration of the programme.
- Possess a good level of English (speaking and comprehension).

Application Process

- To apply, candidates must complete the [online application form](#)
- Provide the following documents:
 - Up-to-date CV
 - Motivation statement
 - Letter of recommendation (from your club)

Application Deadline

- Friday 27 February 2026

Inspired to Be a Part of It?

Apply at:

[Online application form](#)

Enquire further at:

[EFC Campus website](#) or campus@efcfootball.com

Programme Fees

€1,400 per participant

The programme fee covers tutor fees, social activities, onsite transport and catering.

Personal travel and accommodation to the first session are not included.

Payment is due upon acceptance to the programme. For any queries regarding the applicable fees or relating to possible payment plans including instalments, please contact campus@efcfootball.com in the first instance.

Equity, Diversity & Inclusion

As part of its commitment to Equity, Diversity & Inclusion and driving positive change in the industry, EFC is offering financial support to those who require it.

If you wish to apply for this support, please select 'Sponsored seat for a woman in football' in your online application form and include any relevant details or factors that may strengthen your request.





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