

In collaboration with



ECA Women on Board Programme

Empowering Women to
Shape The Future of Football

About ECA Campus



ECA Campus is the central hub for European Club Association's (ECA) 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, ECA 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. ECA Campus fosters a culture of knowledge-sharing, encouraging the exchange of experiences, contacts, strategies and good practices to drive collective success.

Read on to learn about ECA Campus' latest offering, the ECA Women on Board Programme (ECA WOBP).



Programme Overview

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

With key targets set (min 25% female representation on the ECA Board by 2027 and min 35% female representation on the ECA Board by 2030), ECA is focusing on education as one of many means to drive change and achieve true diversity at the 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, ECA has introduced the bespoke **ECA Women on Board Programme** which is tailored to the realities of women working at football clubs. Through the provision of the right tools, strategies, skills and community, ECA 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 ECA Board.



Women in senior roles at ECA Member Clubs & ECA administration



16 Participants per edition



Starts August 2025



Blended Learning (Online + Onsite)



1,400 €



Purpose

The **ECA Women on Board Programme** aims to drive meaningful change in football governance by increasing female representation at decision-making levels while raising awareness among ECA Members on 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 ECA Member Clubs or ECA administration who are either:

- Already operating at board or executive level, or
- 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.

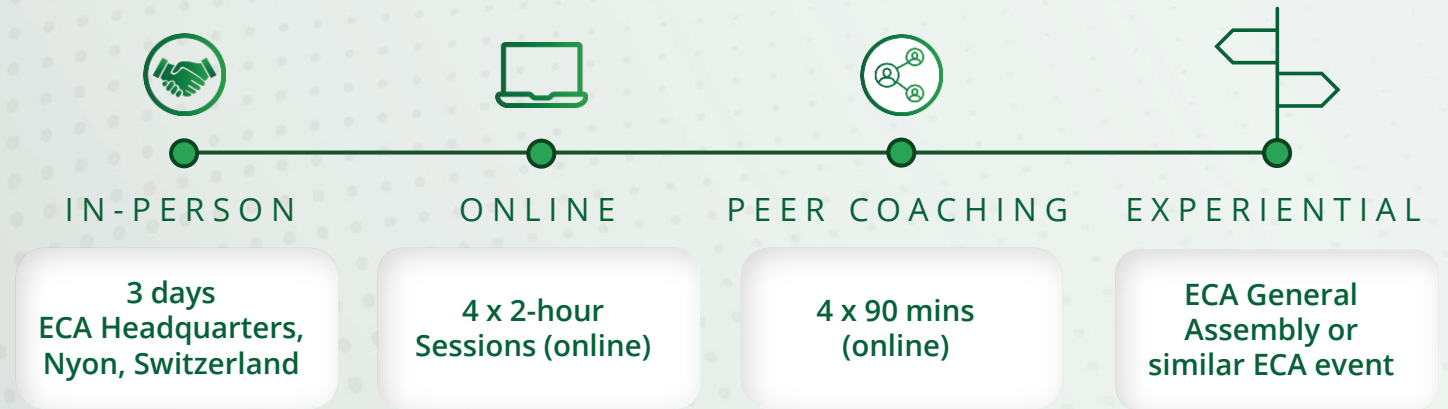
To ensure a diverse and enriching learning experience, ECA will carefully select participants with the goal of representing a broad mix of expertise, club backgrounds and countries. This approach encourages a dynamic exchange of perspectives, benefiting all involved.



Programme Structure

The **ECA Women on Board Programme** 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 ECA networking event, offering valuable industry connections.

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



Topics Include

- Leading Self & Others
- Building Skills for Effective Leadership *including communication, decision making, story-telling & negotiation*
- Becoming Board Ready
- Influencing Others & Managing Up
- Promoting & Leading Change

| Collaboration



ECA is thrilled to be working alongside **Women in Football (WIF)** for the design, development and delivery of the **ECA Women on Board Programme**. 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



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
ECA Board Member since 2024

*"Participating in the **ECA 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

2nd edition

August – October 2025

In-person Programme Kick-off:

12 – 14 August 2025

(Nyon, Switzerland)

Application Closing Date:

30 June 2025

Applications



Applicant Criteria

- Hold an active senior position within ECA Member Club or ECA Administration.
- Have the support of employer to participate in the programme.
- Be available to participate in the complete programme.
- Have a good level of English speaking and comprehension.

Application Process

- Apply via the ECA Campus website:
<https://www.ecaeurope.com/eca-services/eca-campus/>
- Applicants will need to provide:
 - Up-to-date CV, Motivation Statement & Letter of Recommendation (from club).

Application Deadline

- Monday, 30 June 2025.



Inspired to Be a Part of It?

Apply at

<https://www.ecaeurope.com/eca-services/eca-campus/>

Or enquire further at

campus@ecaeurope.com



Programme Fees

1,400 €

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 and must be settled prior to participation. In case of doubt regarding the applicable fees or for any enquiries relating to possible payment plans, including instalments, please contact campus@ecaeurope.com in the first instance.

| Equity, Diversity & Inclusion

ECA is fully committed to Equity, Diversity & Inclusion and recognises education as a fundamental tool to actively amplify the voices, contributions and development of typically under-represented groups. In line with this commitment, ECA actively encourages applications from under-represented groups, including but not limited to those based on race, ethnicity, gender identity, sexual orientation, disability, age, religion, nationality and socioeconomic background.

| ECA Financial Support

In line with its ongoing commitment to fostering a more diverse and inclusive learning environment and football industry, ECA 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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