



Role Title	<i>Inclusion Coordinator</i>
Reports to	<i>Executive Committee</i>

Role purpose

To assist the ELF Board and member nations to make lacrosse a more inclusive and diverse community, particularly as this relates to the aims and objectives of the ELF as enshrined in the constitution, covering all aspects of the development and growth of lacrosse in Europe. The Board's goal is to help countries develop teams that enables a country to run and grow their local league structure. Our long-term goal is to develop lacrosse in all European countries, with the hope that every member nation will be able to send a team to future Championship events.

Duties and responsibilities

- Proactively develop an Inclusion Strategy for European Lacrosse which includes policies, procedures, training, and standards for ELF internally and all member nations;
- Work with inclusion and diversity experts and organisations, members of marginalised communities, and participants to create and/or update policies to reflect inclusive best practices;
- Be the first point of contact for members wishing for ELF support on inclusion-related matters;
- Work with member governing bodies to adopt ELF inclusion policies as their own, providing support on education, enacting, and enforcing where necessary;
- Ensure all ELF-run events are run in accordance with the policies, procedures, and standards as laid out in the Inclusion Strategy, and support host nations in ensuring all inclusion standards are sustainably met and embedded;
- Identify education needs and develop training programme to give member nations the skills, knowledge, and confidence to uphold inclusion policies and standards;
- Work with Board to identify grant opportunities for inclusion work;
- Communicate best practice across the European Lacrosse community and wider European Sport communities; celebrate and encourage member nations who achieve best practice;
- Research Inclusion policies in other countries and sports across Europe for signposting and delegating where necessary;
- Represent ELF on relevant working groups, committees, and events;
- Represent the ELF in a positive, professional, and progressive manner in all matters;
- Report at the Annual General Meeting on the progress of inclusion and inclusive practices within ELF and within ELF member nations;
- Undertake other duties not listed here, and as deemed appropriate by the Board

Qualifications

The Inclusion Coordinator will be an enthusiastic individual with a knowledge of diversity and inclusion. A knowledge of the lacrosse community in Europe would be beneficial, but is not a necessity.

Qualifications include:

- Willingness to travel;
- Proactive and self-motivating;
- Strong organizational and interpersonal skills;
- Diplomatic and impartial;
- Effective written and verbal communication skills;
- Computer literacy, in particular, MS Office, social media.

Contractual Arrangements

This is a voluntary position that is not remunerated. This post do not carry a vote on the Executive Committee. The position is tenured 2 years from the date of appointment, pending a review of activities after the first 12 months.

We welcome applications from everyone irrespective of ethnic origin, age, gender, gender identity, sexual orientation, disability, nationality, religion, marital status, or social background. However, as members of ethnicity minority groups and individuals with disabilities are currently under-represented at this level of post, we would encourage applications from members of these groups. Appointment will be based on merit alone.