

WORLD TENNIS ROLE OVERVIEW

JOB TITLE:	Commercial Counsel
DEPARTMENT:	Integrity - Legal
REPORTING TO:	Executive Director, Legal Services
LOCATION:	Southwest London (some international travel may be required)

We currently work to a hybrid model requiring a mandatory minimum of 3 days per week working in the office based in Southwest, London and as part of this, Mondays and Tuesdays are 'anchor days' where all staff are obliged to work from the office.

World Tennis is the global governing body of tennis. Founded in 1913, its purpose is to ensure the long-term growth and sustainability of the sport, delivering tennis for future generations in association with its 214 national and regional member associations. World Tennis oversees the rules and regulations that govern international and national competition.

World Tennis is responsible for the worldwide development of tennis through its highly regarded Development Programme, its Science and Technical department which monitors equipment and technology, and its Officiating department which oversees the education and advancement of officials. World Tennis is the owner and co-owner of the two largest annual international team competitions in tennis, the Davis Cup and Billie Jean King Cup (BJKC) by Gainbridge and manages the Olympic and Paralympic Tennis Events on behalf of the IOC and IPC. World Tennis organises over 3,500 men's, women's and junior tournaments on the World Tennis Tour, World Tennis Beach Tour, UNIQLO Wheelchair Tennis Tour and the World Tennis Masters Tour. World Tennis upholds the highest standards of integrity and is a partner in the International Tennis Integrity Agency.

Overview of the Department:

The Legal Department was established in 2017 and now has 7 lawyers (5 full-time and 2 part-time) who advise the business on a range of legal issues including sporting regulation and disciplinary matters (including safeguarding), corporate governance and ethics, licensing of commercial rights, data protection and other general legal matters. The department endeavours to provide pragmatic and commercial advice, as well as educate colleagues and improve working practices more generally. The team works closely to apply the right mix of expertise to each issue, as well as ensure back-up cover. External counsel is used where appropriate.

The Role:

We are looking for a Commercial Counsel (full-time) with extensive commercial contract experience to provide in-house legal support to the business. Primarily this role will support the business' commercial functions, reporting into the Executive Director, Legal and supervising junior members of the team.

The breadth of World Tennis' commercial portfolio means that the successful candidate will be required to advise across all areas of the business' operation, with a particular focus on sponsorship, broadcasting and event hosting agreements, licensing of other commercial rights, and trademark and other intellectual property issues.

Key Responsibilities:

- **Commercial** – advising on commercial and contractual matters across World Tennis’ areas of operation, including reviewing, drafting and/or negotiating agreements in relation to:
 - Commercial rights - including sponsorship, event hosting, broadcast, intellectual property and data rights;
 - Tours and Player Pathway - including the World Tennis Tour (Men’s and Women’s), Juniors, Masters, Beach and Wheelchair Tours;
 - Major Events - including advising on delivery and management of World Tennis’ flagship events such as the Billie Jean King Cup and Davis Cup;
 - Tennis Development - including advising on delivery and management of programmes via national associations to support and encourage further growth and participation from grassroots level upwards; and
 - Digital transformation.
- **Intellectual Property (IP)** – advising (with support from external counsel) on Trademark/Brand strategy; and Trademark portfolio management.
- **Corporate** – advising (with support from external counsel) on UK corporate governance and company law; including reorganisation, restructuring, equity investment and joint ventures.
- **Data Protection** – advising on data protection-related commercial terms and data sharing agreements; and on commercial aspects of data protection compliance (e.g. data protection policies, privacy notices, and data privacy impact assessments); and providing other data protection-related advice as required.

Ad hoc – assisting with ad hoc matters as required, including governance and competition-related matters and commercial-related dispute resolution

As the needs of the business can evolve rapidly this role may change accordingly, therefore this document should be viewed as guidelines which are subject to change.

You will be or have...

Essential

- ✓ Solicitor or barrister qualified to practice in England & Wales (or equivalent common law jurisdiction) with 7+ years PQE (or demonstrate equivalent relevant experience)
- ✓ A right to work in the UK, both now and in the future
- ✓ Demonstrable and relevant post-qualification experience, particularly in commercial contract and licensing rights
- ✓ Demonstrable experience pertaining to the main functions of the role
- ✓ First rate technical legal skills, especially in drafting and interpretation of contracts and other documents
- ✓ Ability to work autonomously and organisational skills to enable effective management of a significant workload
- ✓ Excellent interpersonal, communication and presentation skills, with stakeholder and relationship management experience
- ✓ Ability to apply expertise to both legal and non-legal challenges
- ✓ Ability to contribute to the strategic and operational aspects of World Tennis’ activities
- ✓ The ability to proactively use own initiative and be a team player

Desirable

- ✓ Experience of working for or advising international sports federations, national sports governing bodies or other similar organizations
- ✓ Pre- or post-qualification experience in sports, corporate, IP and/or data protection law
- ✓ An interest in, or knowledge of, tennis and/or sport generally
- ✓ A foreign language, ideally Spanish or French, in addition to English (fluent written and spoken)

What We Offer...

- 25 days holiday per annum plus bank holidays.
- Private Healthcare.
- Group personal pension scheme, Life assurance and Annual wellbeing allowance.
- Health Cash Plan.
- Ride2Work Scheme.
- Free lunch when working in the office (up to £9 per day).
- Complimentary healthy snacks and fresh fruit when working in the office.
- Working hours: based on 35 hours per week. Normal office hours are 09.00 -17.00 Monday to Friday. Flexible working hours possible, with core hours of 10am-4pm.

Application Process

Please send a covering letter and CV to yusuf.panah@world.tennis stating Commercial Counsel in the subject field of the email, clearly confirming in your cover letter that you have a work permit to work in the UK either now or in the future.

The closing date for applications is **Monday 21st September 2026, 16:00hrs.**

World Tennis processes your applicant data in accordance with our Privacy Notice – Recruitment, which can be found on [our website](#).

The successful candidate may be subject to an enhanced DBS or equivalent level Overseas Criminal Records Check.

Equality, diversity & inclusion (EDI) is a fundamental priority for World Tennis. Our philosophy focusses on embedding inclusive behaviours and processes across every element of our business practice.