DEAL REVIEW ANALYST
College Sports Commission
Fairfax County, Virginia

The College Sports Commission (CSC) is seeking a motivated, organized, and team-oriented individual to serve as a Deal Review Analyst for the organization. This position will report to a CSC Associate Counsel and/or an CSC Staff Attorney.

The CSC utilizes NIL Go, an online portal built with assistance from Deloitte, to assess student-athletes' Name, Image, and Likeness (NIL) deals with third parties. As part of reviewing the submissions, the CSC ensures the deals are made with the purpose of using a student-athlete's NIL for a valid business purpose and do not exceed commensurate rates and terms. The CSC also utilizes the College Athlete Payment System (CAPS) to administer and track institutional revenue sharing agreements with student-athletes, as well as roster limits. The Deal Review Analyst will be part of a nimble, multi-faceted legal team – serving as a frontline internal resource for factual determinations associated with the CSC's mandate.

The rules surrounding the submission and review of NIL deals were created pursuant to the landmark settlement in *House v. NCAA* ("*House"*). The *House* settlement allows student-athletes to benefit financially from their participation in intercollegiate athletics. The CSC was established as the enforcement entity overseeing compliance with the new rules after the *House* settlement.

The CSC's work policy requires four days per week in-office at its worksite in Tysons Corner, Virginia and one day of remote work.

Responsibilities

- Develop a working knowledge of the rules originating from the *House* Settlement and the general context surrounding them
- Review and analyze individual deals submitted, including open-source research and review of related materials, to the NIL Go platform as to their compliance with the basic requirements for deal clearance under applicable NCAA rules
- Contribute to the delivery of communications on behalf of the CSC, including to institutions and noninstitutional third parties
- Partner with other CSC staff to build upon the vetted internal knowledge base of NIL deal-related language, methodology, entities, and answers to be deployed in response to common use cases and questions

- In connection with user communication, manage up effectively and efficiently to senior staff, seeking and incorporating necessary feedback seamlessly to expedite effective communication
- Maintain a customer service orientation across all external communications, balancing customer care and organizational integrity at all times

Other Qualifications & Skills

- English fluency required
- Undergraduate degree required
- 3+ years professional experience
- Excellent oral and written communication skills
- Demonstrated ability to manage deliverables with time-sensitive deadlines
- Demonstrated ability to handle confidential information with discretion
- Self-motivated, curious team player who has an understanding of and interest in college sports
- Outstanding attention to detail and extremely well-organized
- Strong skills in Microsoft Office, particularly Excel and PowerPoint
- Must be able, with or without accommodation, to perform essential position functions, which include, but are not limited to, thinking (concentrating, focusing, assimilating information), reading, writing, listening, typing, speaking, and sitting for extended periods

Salary Range: $80,000-$100,000

The salary range for this position is a good faith estimate based on a wide range of factors including qualifications, experience and training, operational and business needs, and other considerations permitted by law. Starting salaries for new employees are frequently not at the top of the applicable salary range. The CSC offers a benefits package, including health insurance coverage (medical dental, and vision), 401(k) with employer match, and paid time off.

About the College Sports Commission

The CSC is an independent body established in 2025 to oversee and enforce compliance with rules governing student-athlete compensation in college sports, including institutional

revenue sharing and third-party NIL agreements. Dedicated to the principles of fairness, integrity and opportunity, the CSC provides structure and accountability to ensure that student-athletes and institutions benefit from a transparent and equitable collegiate athletics system.

How to Apply

Applications should be submitted via email to jobs@collegesportscommission.org with the subject line: “Applicant: DEAL REVIEW ANALYST”. Applications must include a resume, transcript, and a link to a video (no longer than three minutes) using Atlassian Loom (or similar platform) describing a past experience where you had to either (1) the specific reasons you’re interested in the role, and (2) why you’d be a valuable addition to the team. Applications will be reviewed on a rolling basis and this posting closes on November 20, 2026.