



# The Blackburn Rovers Football & Athletic Ltd

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## **Blackburn Rovers Football Club – Head of Recruitment**

### **Background**

Blackburn Rovers Football Club (BRFC) is a professional football club based in Lancashire currently playing in the English Football League Championship. BRFC was originally founded in 1875 and plays its home games at Ewood Park Stadium.

BRFC was a founding member of the Football League who are one of only three clubs who are founding members of both the Football League and the Premier League. The Lancashire club is also only one of seven clubs to have won the Premier League title since its creation in 1992. Following relegation from the Premier League in 2012, the Club's aim is to return to the top level of English football.

BRFC is seeking to appoint a Head of Recruitment to lead the recruitment of players for the Senior Recruitment Department.

### **The role**

Reporting to the Board of Directors and Director of Football, the main responsibility of the Head of Recruitment is to develop and oversee the process that enables BRFC to identify and recruit emerging and undervalued players faster and more effectively than other clubs.

The Head of Recruitment will manage a team of established scouts in both the first team and academy departments who are already working across target demographics and geographies. They will align the department's work to the Club's vision in order to increase the depth and scope of work and help develop an effective international recruitment structure and strategy.

The Head of Recruitment will embrace the importance of both the traditional form of scouting along with the use of data and analytics to complement and target which players are watched and how this information is managed and visualised. They will develop both talent identification and player recruitment within the department to ensure that the focus is not only on finding the best players but also convincing them that Blackburn Rovers is the right place for them to fulfil their potential.

The relationship with the Club's academy will be the starting point for all recruitment, and the Head of Recruitment will work collaboratively with the academy staff in order to synchronise succession planning and therefore identify the requirements of the first team over and above academy supply.

### **Essential knowledge and personal characteristics**

- A proven track record of working within elite performance recruitment and scouting of players;
- Excellence in creating structure and running processes;
- Outstanding people skills with the ability to build relationships with key stakeholders;
- High level of communication and presentation skills; and
- Open-minded towards using new and developing ideas that can improve current recruitment and talent identification practices.

## Location

The role will be based at Blackburn Rovers Senior Training Centre however will involve a significant amount of travelling both domestically and internationally.

For further information, including the closing date and how to apply, please see the below job description.



## Blackburn Rovers Football & Athletic Ltd Job Description

<b>Job title:</b>	Head of Recruitment
<b>Department:</b>	Senior Recruitment Department
<b>Based at:</b>	Blackburn Rovers Senior Training Centre, Brockhall Village, Blackburn, BB6 8FA. Flexibility regarding location is required.
<b>Reports to:</b>	Board of Directors and Director of Football
<b>Responsible for:</b>	Head of UK Scouting, Head of Data Scouting, Head of European Scouting and Head of Emerging Talent, Senior and Academy Recruitment & Talent Identification Departments.
<b>Hours of work:</b>	A minimum of 40 hours per week plus any additional hours necessary. This will include regular evening and weekend work.
<b>Contractual status:</b>	Permanent
<b>1. Job purpose:</b>	To develop and oversee the recruitment and talent identification process and player acquisition strategies. To also lead and manage the First Team and Academy recruitment departments to ensure integration and collaboration.
<b>2. Duties and responsibilities:</b>	<ul style="list-style-type: none"><li>• To be committed to ensuring the safeguarding and welfare of all elite players, promoting their well-being whilst maintaining professional boundaries;</li><li>• Overall strategic responsibility for player recruitment for Blackburn Rovers FC;</li><li>• To manage effectively and efficiently the operation of the Club's recruitment strategy at First Team and Academy levels, working closely with the Board of Directors and Director of Football regarding the signing of potential players;</li><li>• Drafting and preparing the necessary strategy plans for the recruitment of players at Blackburn Rovers FC;</li><li>• Making sure that the recruitment strategy aligns with the overall vision and strategy for the Club;</li><li>• To develop, review and update the Club's recruitment philosophy, policies, protocols and procedures in ensuring the Academy recruitment is compliant with EPPP requirements;</li><li>• Manage and co-ordinate First Team and Academy Recruitment supporting staff and scouts in accordance with the strategy for the recruitment of players both on a local, regional, national and international scale;</li></ul>

	<ul style="list-style-type: none"> <li>• Review, update and implement the scouting reports in line with the Club player profiles, whilst ensuring all reports are completed by all recruitment staff;</li> <li>• Lead the creation and develop/maintain appropriate online tools to assist in increasing efficiency in player reporting, targeting, player acquisition and succession planning for First Team and Academy recruitment. Creating robust and comprehensive rating systems and other visualisations to provide up to date insightful information within the recruitment strategy;</li> <li>• Continually monitor the performance of the Club's scouting network and players identified;</li> <li>• Oversee the development of strong relationships with other football club's internationally, nationally and locally as well as other key organisations (e.g. Agencies) to assist with the recruitment of players alongside developing our loan strategy;</li> <li>• Review and update recruitment "Depth Charts" on a regular basis, and ensure that all scouting staff are fully aware of these;</li> <li>• To ensure the Club's player target list for First Team and Academy is updated and monitored on a daily basis in connection with the Club's succession plan;</li> <li>• Manage the Club's recruitment budget and scout's expenses;</li> <li>• Attend relevant Club meetings, whilst also implementing departmental meetings and in-service training for scouts;</li> <li>• To ensure compliance with all relevant Club policies, including health and safety policies;</li> <li>• To ensure compliance with all relevant legal, regulatory, ethical and social requirements; and</li> <li>• To maintain a flexible approach to work at all times.</li> </ul>
<p><b>3. Skills required:</b></p>	<ul style="list-style-type: none"> <li>• A dynamic, hardworking and enthusiastic individual who is personally committed to achieving agreed objectives;</li> <li>• Can bring a strategic overview to recruitment and is able to efficiently manage information from different sources at the same time;</li> <li>• Able to work with both data and live scouting to integrate both forms of information into the decision making process;</li> <li>• Excellent IT skills and a clear understanding of the different recruitment software packages, including the Premier League PMA system and ISF Scout 7;</li> <li>• Experience of EPPP/ Category 1 regulations;</li> <li>• Excellent communication skills and is able to listen to the opinion of others in order to make the best decisions on behalf of the Club;</li> <li>• Is aware of own behaviour, strengths and areas for improvement and is receptive to feedback;</li> <li>• Displays a high level of confidentiality in relation to the Club and its personnel;</li> <li>• To ensure familiarity and compliance with and commitment to policies and procedures and other safeguarding documentation as appropriate; and</li> <li>• The ability to raise awareness of safeguarding practices and create a culture of trust and inclusion.</li> </ul>

<b>4. Knowledge required:</b>	<ul style="list-style-type: none"> <li>• Proven track record working within a First Team elite performance setting;</li> <li>• A proven record of accomplishment of being successful in the identification and recruitment of players across all age groups within an Academy system and professional game;</li> <li>• Previous experience of managing and leading interdisciplinary teams and departments;</li> <li>• Good knowledge and network of other contacts within football recruitment;</li> <li>• Excellent knowledge and experience of the football environment in relation to the recruitment of players and the regulations that govern player recruitment;</li> <li>• Knowledge and understanding recruitment practices at First Team and Academy level; and</li> <li>• Good knowledge of Safeguarding/child protection policies and procedures.</li> </ul>
<b>5. Qualifications required:</b>	<ul style="list-style-type: none"> <li>• FA Level 4 Talent Identification Award (Desirable)</li> <li>• UEFA A License (Desirable)</li> <li>• FA Safeguarding Certificate (Essential)</li> <li>• FA Emergency Aid Certificate (Desirable)</li> </ul>
<b>DBS check required:</b>	Yes (enhanced)

**The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.**

#### **How to apply**

Due to high-levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **12 noon on Friday 17<sup>th</sup> March 2023**. To apply, please email your application form and covering letter to [recruitment@rovers.co.uk](mailto:recruitment@rovers.co.uk) or post to: HR Department, Blackburn Rovers Football & Athletic Ltd, Ewood Park Stadium, Nuttall St, Blackburn, Lancashire, BB2 4JF.

#### **CV's will not be accepted.**

#### ***Equality and Diversity***

*Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.*

#### ***Safer Recruitment***

*Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.*

