



## **JOB DESCRIPTION: Regional Scout (1 x Midlands and 1 x London)**

<b>Department</b>	Football Operations
<b>Report to</b>	Chief Scout
<b>Remuneration</b>	Above National Minimum Wage
<b>Key Relationships</b>	Chief Scout, Recruitment Analyst, Scouts
<b>Location</b>	Midlands and London Area  Homeworker / Remote
<b>Contract / Working Pattern</b>	These roles are full-time, 40 hours per week.  The candidate will be expected to be flexible with regards to working hours to meet the role requirements.
<b>The Role</b>	<p>Working under the guidance of the Club's Chief Scout, the candidate will work in conjunction with the Chief Scout to cover First Team, U23's and Academy football inclusively.</p> <p>The successful candidate will need to be an individual with a passion for scouting and be able to watch both live/video games and compile the necessary reports. An important member of the overall team, this position will have a key role in filtering players identified by data resources, as well as the field scouts determined by specific positional attributes relevant to Swansea City style of play.</p> <p>The successful candidate will have operated within a scouting/talent identification team previously and must be able to work within a modern digital framework.</p>
<b>Core Duties</b>	<ul style="list-style-type: none"> <li>• Under guidance of the Chief Scout, responsible for covering your designated region, to identify and recommend players for First Team, U23's and Academy inclusively.</li> <li>• Demonstrate a clear understanding of football, tactical awareness, individual</li> <li>• player traits and demonstrate a passion for talent identification at all times.</li> <li>• Use an analytical mind when watching football matches.</li> <li>• Assist the Chief Scout with the undertaking of due diligence on all</li> <li>• potential players.</li> <li>• Ensure as a key priority that all significant targets have been watched and reports have been submitted.</li> <li>• Ensure all scouted players fit the individual positional profiles set out by the Club.</li> <li>• Have an ability to work to deadlines and demonstrate outstanding organisational skills.</li> </ul>

	<ul style="list-style-type: none"> <li>• Watch targeted players; through live/video work and produce reports, prioritising lists for submission and review.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Follow all Club Policies, such as Equality &amp; Diversity, Health &amp; Safety, Safeguarding, Anti-Corruption &amp; Bribery and GDPR.</li> <li>• Make suggestions to improve the working environment and contribute to positive employee relations within your area of work and Swansea City Football Club as a whole.</li> <li>• To take reasonable care for the health and safety of yourself and other employees and members of the public who may be affected by your acts or omissions at work.</li> <li>• To comply with all aspects of the Swansea City Football Club Health and Safety Policy and Arrangements, to enable the Company to perform its civil and statutory obligations in relation to Health &amp; Safety.</li> <li>• Ensure effective communication within your work team and across Swansea City whilst actively offering support and guidance as necessary.</li> </ul>
<b>Person Specification</b>	
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Deliver a high standard of work in a pressurised environment with strict deadlines.</li> <li>• Excellent organisational skills and ability to see a task through to its conclusion</li> <li>• Ability to self-motivate and prioritise workload</li> <li>• Ability to think outside the box and deliver bespoke solutions within the context of scouting and recruitment</li> <li>• Good professional nature with confidentiality being of utmost importance.</li> <li>• Team player</li> <li>• Ability to use modern scouting technology.</li> <li>• An awareness of and ability to deliver through various digital presentation methods</li> <li>• Proficient I.T and written skills</li> <li>• Passionate about scouting and recruitment</li> <li>• Honest and trustworthy</li> <li>• Fully committed with a flexible approach to working hours</li> <li>• Excellent soft skills, with an ability to excel in a modern footballing environment</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Experience of working in the EFL Championship or Premier League in a similar role and a thorough understanding of objective recruitment methods.</li> <li>• Football / Scouting background</li> <li>• F.A Talent I.D Level 2 desirable or coaching qualifications relevant to the role</li> </ul>



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|  | <ul style="list-style-type: none"><li>• Experience of working with Wiscout with a preferable knowledge of Tableau</li></ul> |
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**Please note this role will require an Enhanced DBS Check**

The closing date for this vacancy will be **5pm on Tuesday 18<sup>th</sup> January**

If you believe you have the right mix of skills for this position, please complete the Application Form available [here](#)

**Please note CV's will not be accepted.**

Swansea City AFC strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected and takes a zero-tolerance approach to any form of discrimination. Equal Opportunity is an integral part of our recruitment and selection process, and we welcome applications from all individuals who feel they meet the core requirements of the role. We are particularly encouraging applications from women, disabled people and Black, Asian and Minority Ethnic (BAME) individuals who are currently under-represented within the organisation.

All appointments will be made on merit of skill and experience relative to the role.

The Company is committed to safeguarding and promoting the welfare of children and young people involved in activities and event at the Company. As part of the Company's recruitment and selection process any offers of work involving working in regulated activity with children are subject to a satisfactory enhanced DBS Disclosure and barred list check (depending on the level of supervision, frequency, and nature of contact with children). Appropriate references are also required.

**Should an adequate number of applications be received prior to the closing date, Swansea City AFC reserve the right to remove this advert.**

**Due to a high demand in applications the Club will be unable to respond to those applicants who have not been shortlisted for interview**