



# Blackburn Rovers Football & Athletic Ltd

## Job Description

<b>Job title:</b>	Head of International Scouting
<b>Department:</b>	Senior Recruitment Department
<b>Based at:</b>	Blackburn Rovers Senior Training Centre, Brockhall Village, Old Langho, Blackburn, BB6 8FA. Flexibility regarding location is required.
<b>Reports to:</b>	Head of Player Recruitment
<b>Responsible for:</b>	N/A
<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>Job purpose:</b>	To oversee the identification of senior players in agreed territories with the potential to play for Blackburn Rovers first team, predominantly initially through video scouting and then limited targeted follow up live viewings.
<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>To represent the Club in a professional manner when undertaking club business.</li> <li>To undertake targeted detailed research and analysis of relevant leagues and players identified in collaboration with the Data Scouting Team.</li> <li>To work with the Head of Data Scouting to effectively utilise data as part of the initial scouting and recruitment ID process.</li> <li>To identify specific games, teams and player recruitment related trends to support program development, highlight areas of focus and inform decisions.</li> <li>To seek out best practice in the designated role area.</li> <li>To report and update tracking documents on all players and teams viewed.</li> <li>To ensure regular communication takes place with key player stakeholders and their clubs on a continuous basis within the permitted guidelines.</li> <li>To assist with the building and compilation of player presentations.</li> <li>To ensure that the relevant short lists are updated and monitored on a monthly basis.</li> <li>To attend either in person or by remote all relevant departmental meetings.</li> <li>To provide detailed background/character reports on potential signings.</li> <li>To contribute towards the creation of Key Performance Indicators (KPIs) for the worldwide aspect of scouting provision.</li> <li>To contribute towards the departmental CPD program.</li> <li>To undertake relevant CPD courses as required.</li> <li>Liaise with the Head of Player Recruitment to identify, review, report on and monitor targets, teams and players to support the Club's recruitment strategy.</li> <li>The ability to attend domestic based live games at the direction of the Head of Player Recruitment/UK Scouting if required.</li> <li>To carry out any such other duties as the Head of Player Recruitment may reasonably properly assign or delegate in connection with the business of the Club from time to time.</li> </ul>



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<b>3. Skills required:</b>	<ul style="list-style-type: none"> <li>• A dynamic, hardworking and enthusiastic individual who is personally committed to achieving agreed objectives.</li> <li>• An excellent reading of the football game and the ability to interpret and report on video ID match events to include the ability to clip actions.</li> <li>• Excellent attention to detail.</li> <li>• Ability to work independently but also in a team.</li> <li>• Ability to meet tight deadlines.</li> <li>• Ability to deal with unexpected situations and to multi-task.</li> <li>• Set and maintain standards of work performance and deliver quality, consistently and efficiently.</li> <li>• Flexibility and commitment to work in accordance with the needs of the business to include unsociable hours and deadline day/weekend working.</li> <li>• Can remain calm and composed under pressure.</li> <li>• High level of I.T. literacy.</li> <li>• Excellent communication and personal skills.</li> <li>• Has the skill to identify potential players to play in Blackburn Rovers First Team.</li> <li>• Proven track record of being able to research and produce detailed reports.</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.</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 of working within a First Team elite performance setting.</li> <li>• Experience working with all Microsoft packages.</li> <li>• Knowledge and understanding of the scouting/recruitment environment.</li> <li>• Excellent knowledge of Global Football Markets and relevant governance rules.</li> <li>• Ability to access networks of relevant contacts worldwide.</li> <li>• Experience using scouting applications such as PMA, ISF, Wyscout and other best practice industry software.</li> <li>• The ability to source and contact player registered intermediaries in a professional manner.</li> <li>• Experience of writing both snapshot and detailed individual reports.</li> </ul>
<b>5. Qualifications required:</b>	<ul style="list-style-type: none"> <li>• Recognised FA Talent Identification Qualification (desirable).</li> <li>• FA Safeguarding Certificate.</li> <li>• Sport Performance Analysis/Sports Science Degree or equivalent (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.





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### 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 19<sup>th</sup> April 2024**. To apply, please email your application form and covering letter to [recruitment@rovers.co.uk](mailto:recruitment@rovers.co.uk)

### 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.*



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