



# **RECRUITMENT PACK FOR THE ROLE OF** ***HEAD OF TECHNICAL SCOUTING***

**PERMANENT - FULL TIME ROLE**  
**HOURS PER WEEK: 37.5 HOURS**  
**CLOSING DATE: 12 MARCH 2026**



# *HEAD OF TECHNICAL SCOUTING* **RECRUITMENT PACK**

## **MAIN PURPOSE OF JOB:**

Ipswich Town Football Club is seeking a highly skilled, academically trained, and strategically minded **Head of Technical Scouting** to lead the development, implementation, and evaluation of evidence-based methods for analysing teams and individuals.

This senior role requires the integration of advanced quantitative analysis, qualitative scouting, and video-based assessment to inform player acquisition and squad development in alignment with the ambition and vision of ITFC.

The successful candidate will report to the Director of Recruitment and generate actionable insights that crucially inform decision-making.

By combining rigorous academic methodology with practical football expertise, the Head of Technical Scouting will contribute to the expansion of the club's recruitment team, ensuring the accurate identification and acquisition of players.



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## **KEY RESPONSIBILITIES:**

- Champion the ITFC vision and values, ensuring they are consistently embedded across all scouting, recruitment, and analytical processes.
- As a Head of Technical Scouting act at all time as a nationwide ambassador of the Ipswich Town Football Club brand.
- Report to the **Director of Recruitment**, providing **evidence-based qualitative and quantitative insights** to inform and advise all player recruitment decisions.
- Aligned with ITFC's long term recruitment strategy input to the maintenance of departmental short (0-12 months), medium (12-24 months) and long (24-36 months) term recruitment depth charts for all players who could potentially be signed by ITFC.
- Serve on a multidisciplinary advisory panel making decisions regarding the suitability of all potential players for ITFC.
- Lead the department in the **technical, tactical, and physical analysis** of current ITFC players and potential future players.
- Develop and maintain **normative profiles, benchmarks, and role-specific performance indicators** to support robust decision-making on player suitability for ITFC.
- Work collaboratively with a **data science team** to **enhance automation, analytical feedback, and the predictive validity** of all recruitment-related datasets and models.



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## **KEY RESPONSIBILITIES:**

- Integrate **quantitative data, video analysis, and qualitative scouting insight** to define on-field performance requirements for future recruitment targets.
- Conduct **live scouting** to validate and contextualise insights generated from data-led and video-based analysis.
- Deliver analytical feedback and recommendations with **professionalism, creativity, and academic rigour**, tailored appropriately to technical staff and senior decision-makers.
- **Mentor, develop, and educate recruitment staff across all age groups**, promoting exceptional analytical standards, methodological robustness, and a culture of academic excellence within the recruitment team.
- Work **constructively and collaboratively** with all internal stakeholders to ensure recruitment activity supports the broader objectives and success of the club.
- Remain at the **forefront of technological, analytical, and methodological advances** in football recruitment, continuously improving processes and outputs.
- Pro-actively engage with internal and external CPD opportunities that promote personal development and positively impact the recruitment processes at ITFC.



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## PERSON SPECIFICATION

	Essential	Desirable
<b>Knowledge and Experience</b>	<p>An individual with a <b>strategic mindset, exceptional attention to detail</b>, and at all times displays <b>honesty, integrity, and strict confidentiality</b>.</p> <p>Demonstrable experience of <b>live scouting and analysis</b> of international football teams and players.</p> <p>Previous experience working within a <b>professional football club environment</b>, including presenting analytical insights and data to <b>directorates, managers, and coaching staff</b>.</p>	
<b>Skills and Abilities</b>	<p>Proven, <b>exceptional track record in the design, implementation, and communication of analytical methods</b> applied to football teams and players.</p> <p><b>Detailed technical and tactical understanding</b> of football, with the ability to analyse and contextualise team and individual performance across different international competitions.</p>	<p>Experienced <b>video editor</b>, capable of producing professional-standard media using e.g. <b>Adobe Creative Cloud Suite</b> or equivalent software.</p>



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	Essential	Desirable
<b>Skills and Abilities</b>	<p>A strong <b>team player</b> with a genuine passion for <b>collaborative work across multidisciplinary departments</b>, contributing to the wider objectives of ITFC.</p> <p><b>In-depth knowledge and practical experience</b> with third-party football data sources and analysis software, including <b>Fulcrum: Angles, Hudl:Sportscode, Tableau, and Power BI.</b></p>	
<b>Education and Training</b>	<p><b>Postgraduate qualification (MSc or PhD)</b> with demonstrated experience in the <b>measurement, design, and analysis of team and individual player performance.</b></p> <p><b>BSc (Hons) in Sport Science or a related discipline</b>, with a minimum <b>2:1 classification.</b></p> <p>Possess formal training, knowledge and experience of interpreting data to enhance the accuracy of decisions and improve scouting processes.</p>	<b>UEFA B Licence</b>
<b>Other Requirements</b>	<p>A highly motivated individual with an incessant desire for continuous improvement, proactively adopting the latest advances from academia and industry.</p> <p>Flexible and willing to work evenings, weekends, and match days as required.</p> <p>Subject to DBS</p>	



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## **WHO ARE WE?**

Ipswich Town Football Club has a proud history and an exciting future.

Already one of the most storied clubs in England following the successes of Sir Alf Ramsey and Sir Bobby Robson in the 1960s, 70s and 80s, promotion to the Premier League for the 2024/25 season was the culmination of a journey which saw the Club rise from the third tier to the top table of English football in successive seasons, led by Chairman Mark Ashton and Manager Kieran McKenna.

Significant investment has been made in all areas of the Club in recent years, with upgrades to Portman Road making our home a venue fit for world class concerts, top-level boxing and other events, while the next major development project will see the construction of a state-of-the-art performance complex at our Playford Road training base as we look to build a platform for sustained success.

The work of our vibrant Foundation underpins our commitment to Ipswich and Suffolk, with a full range of initiatives supporting our aim to build an empowered, inspired, and inclusive community.

The Club is committed to building an inclusive, ambitious, hard-working, passionate and energetic team off the pitch as well as on it, with our people knowing they can make a real difference as we strive for further success.

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## **IF THIS IS YOU:**

If you are interested in applying for the role, please complete an [online application form](#) detailing why you are the ideal candidate for this position.

**Closing date for applications: 12 MARCH 2026**

Please note that due to the high volume of applications we receive; only those successfully shortlisted for the role will be personally contacted. Therefore, if you haven't heard from us within four weeks of the closing date, please assume you haven't been shortlisted on this occasion.

## **SAFEGUARDING STATEMENT**

Ipswich Town Football Club is committed to safeguarding the welfare of children, young people and adults at risk and requires all employees to share this commitment and promote the welfare of these groups. Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory Enhanced DBS Check (with children's barred list check) and references.

## **EQUALITY STATEMENT**

The successful candidate must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

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## WELCOME TO SUFFOLK

There is a traditional theme running through Suffolk. It is a region of seaside entertainment, fish and chips on the beach and lazy days in the county.

Beautiful Constable countryside, fabulous coastline, remarkable wildlife and more. You can take a step back in time to explore Suffolk's fascinating history, and get right back up to date by visiting the modern, bustling town of Ipswich. There are also some great beaches in and around the area.

Ipswich has a unique, diverse identity with high quality restaurants, harbourside cafes, arts and shopping opportunities, making it the ideal place to live.

Wider job opportunities for your family are readily available in and around Ipswich in a number of different industries.

### COMMUTING:

Ipswich is well connected both domestically and internationally.



Heading west on the A12, London is 86 miles away, while northbound on the A14 you can be in Cambridge within 60 minutes.



Frequent trains from Ipswich to London go directly into Liverpool Street and take just over 60 minutes



Ipswich Station,  
Burrell Rd,  
Ipswich  
IP2 8AL