

Job Description

Technical Scout

Position: Technical Scout	Department: Recruitment and Analysis	Reporting to: Head of Technical Scouting
Salary: To be discussed at Interview	Contract: Permanent	Hours per week: 37.5

Job purpose: To support the Recruitment Department by producing and analysing video content on prospective players, providing insights by way of reports and video for the Board, Directors, and Head Coach. This role includes using video and data tools to identify and evaluate potential signings across the club's target markets.

Role Competencies:

Planning Timescales:

- Collaborate with the colleagues within the Recruitment Department to produce timely and relevant video analysis for board and management discussions on prospective players.
- Maintain an organised schedule of video scouting tasks, prioritising and coordinating the analysis of players based on recruitment needs.

Decision Making:

- Use video and data analysis to support recruitment decisions, contributing to the provision of comprehensive assessments on player suitability.
- Regularly update and recommend improvements to video scouting processes, ensuring optimal support for the department's objectives.

Impact and Influence:

- Contribute to recruitment meetings and the department's provision of presenting video footage of players that align with the club's strategic recruitment plan.
- Develop positive relationships with Coaches, Directors, and Department Heads by providing impactful insights and high-quality video reports.

Skill Level:

- Proficiency with video editing and analysis software for player assessments, ideally in a football context.
- Strong analytical abilities to evaluate player performance, trends, and compatibility with MK Dons' playing style.
- Keen attention to detail to ensure accuracy and consistency in all video reporting and analysis.
- A strong 'can do' attitude with the ability to adapt to different, changing, and challenging situations.
- Possess the drive and enthusiasm to set high standards and lead by example while achieving agreed objectives.
- The ability to work independently under your own initiative and as part of an extensive high-performance team.
- Honest and trustworthy with a high level of confidentiality and exceptional personal integrity.

Communication:

- Effectively present video analysis to management, coaches, and other key stakeholders.
- Act as a point of contact within the Recruitment Department for video analysis requests, ensuring timely and accurate communication.

Budget Management:

- Operate within budget constraints when acquiring video tools and resources, maximising the value of video analysis for the club.

Lead and Develop:

- Support ongoing improvements in the Recruitment Department's video analysis capabilities by keeping up to date with the latest software and techniques.
- Provide feedback to scouts on how video footage can complement live scouting observations.

Operating Parameters:

- Use video scouting as the primary method of player assessment, supplementing live scouting efforts to expand the reach of the recruitment network.
- Adhere to club policies and guidelines regarding video data usage, privacy, and GDPR compliance.

Essential and Desirable Job Criteria:**Essential**

- Proficiency in video editing and analysis software (e.g., Hudl, Wyscout, or similar).
- Knowledge of football trends, different tactical approaches and player attributes, with a focus on analysing these via video.
- Strong communication skills and the ability to present technical insights clearly to a non-technical audience.
- Excellent communication and presentation skills, comfortable working within multi-disciplinary teams.
- FA Learning: Safeguarding Children Certificate.

Desirable

- Previous experience in a football analysis role or relevant internship experience.
- Familiarity with recruitment platforms and databases.
- FA Talent ID qualification or similar.
- Full driving license.

Safeguarding - We are committed to safeguarding and protecting children and young people (CYP) and at-risk Adults (ARA) Our expectation is that you will fully accept your responsibility for the safety and welfare of all CYP and ARA by being fully conversant with all our safeguarding policies and reporting anything that does not appear to be correct. The post maybe subject to an enhanced DBS check and yearly self-declarations.

Equality and Diversity – must be able to demonstrate that equality, diversity and inclusion will be maintained and developed across all programmes and areas of the business.

Competency Total:

Level