



## JOB DESCRIPTION: Academy Scout

<b>Department</b>	Academy Recruitment
<b>Report to</b>	Head Of Academy Recruitment
<b>Remuneration</b>	Above National Minimum Wage
<b>Key Relationships</b>	Academy Director, Head of 1st Team Recruitment, Head of Academy Recruitment, Scouts, Agents, Head of Academy Operations
<b>Location</b>	Homeworker/Remote/Academy
<b>Contract / Working Pattern</b>	The role is part time, 20 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>	Working under the guidance of the Academy's Head of Recruitment, the candidate will watch & report on targeted players, monitor and also where possible any new players. The successful candidate will need to be an individual with a passion for scouting and be able to watch games and compile the necessary reports. An important member of the overall team, this position will have a key role in identifying players and sourcing key information through their networks. All potential players should be determined by specific positional attributes relevant to Swansea City style of play and player profiling. The successful candidate will have operated within a scouting/talent identification team previously.
<b>Core Duties</b>	<ul style="list-style-type: none"> <li>Attend/watch games and report in line with the Swansea City FC reporting procedures and time-frames.</li> <li>Assist in making recommendations for your region in line with the Swansea City FC reporting procedures and time-frames.</li> <li>Scout across other regions internationally as directed by senior staff.</li> <li>Contribute to regular regional meetings, and attend other scout meetings as required.</li> <li>Develop and maintain a strong network of contacts within clubs in your designated regions including Sports Directors, Academy Managers, Coaches, Agents, and other key stakeholders.</li> <li>Scout tournaments as directed by Head of Academy Recruitment.</li> <li>Record details of the work undertaken in line with Swansea City FC Scout Management procedures.</li> <li>Assist in the collection of background information on all target players.</li> <li>Maintain up to date knowledge on the in-house players at Swansea City FC across relevant age groups.</li> <li>Work on any other scouting project as required by Head of Academy Recruitment.</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> </ul>



	<ul style="list-style-type: none"><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>• Experience &amp; Knowledge in Elite Level Football</li><li>• Experience in Live/Video Scouting</li><li>• Trustworthy, proactive and self motivated</li><li>• Good professional nature with confidentiality being of utmost importance</li><li>• Team player</li><li>• Fully committed with a flexible approach to working hours</li><li>• Proficient IT and written skills</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• Experience of working at EFL/Premier League level in a similar role</li><li>• FA Talent ID level 2 or Coaching Qualifications relevant to the role</li><li>• Experience of working with InStat and Wyscout</li></ul>

**Please note this role will require an Enhanced DBS Check**

The closing date for this vacancy will be **09<sup>th</sup> March 2021**

If you believe you have the right mix of skills for this position, please complete the Application Form available [here](#) or email [jobs@swanseacity.com](mailto:jobs@swanseacity.com) to request an application form.

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

As part of our recruitment process, we ask all applicants to complete an Equality Monitoring Survey, available [here](#).

This survey is completely anonymous and will not form part of the recruitment process. We ask that you are honest when completing the survey as it provides us essential information that we can use to be a more inclusive and diverse employer.



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.**