



JOB VACANCY

JOB TITLE	First Team Scout
DEPARTMENT	First Team Recruitment

RESPONSIBLE TO	First Team Head of Recruitment
RESPONSIBLE FOR	N/A

SALARY	Competitive
CONTRACT	40 hours per week / Permanent

JOB SUMMARY

In this role, you will assess players identified through the club's internal scouting and recruitment systems and provide clear recommendations to support the continued strengthening of Swansea City's First Team squad.

The role will primarily involve video-based scouting, supplemented by live assessments where required. The successful candidate should therefore be confident and proficient in the use of technology and digital scouting platforms, while also being willing and available to travel occasionally to undertake live scouting assignments.

ROLE RESPONSIBILITIES

- Identify potential recruitment targets through a combination of video scouting, live observation and traditional scouting methods.
- Complete high-quality video and live scouting assessments, ensuring all reports are accurately recorded and maintained within the club's scouting system.
- Produce video playlists and supporting content on identified player targets for presentation to coaching staff and key stakeholders, as well as to support wider recruitment discussions and decision-making.
- Liaise professionally with agents and relevant external contacts to gather transfer-related intelligence and maintain an up-to-date understanding of potential opportunities within the transfer market.
- Maintain a strong understanding of the First Team's game model, playing philosophy and positional profiles to ensure player assessments are aligned with the club's recruitment requirements.
- Work closely with the Recruitment Operations & Analysis Lead to support the department's day-to-day recruitment processes and priorities.
- Collaborate with the Data & Analytics team to support the continued development and improvement of the club's talent identification and player assessment processes.
- Develop and maintain a strong network within designated markets, proactively gathering relevant player, club and transfer intelligence.
- Communicate effectively with other members of the Recruitment department, sharing knowledge and proactively highlighting relevant players, market developments and recruitment opportunities.
- Demonstrate the adaptability and agility required within a First Team Recruitment environment, particularly during high-demand periods such as transfer windows.
- Undertake ad-hoc projects and additional responsibilities as required to support the wider objectives of the Recruitment department and First Team.



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PERSON SPECIFICATION

Qualifications:

- Bachelor's degree in Sports Science, Sports Management, or a related field is preferred.
- Previous experience in a scouting or video analysis role within a professional football club is highly desirable.

Skills and Abilities:

- Proficient in video analysis software.
- Strong understanding of football tactics, formations, and player roles.
- Excellent analytical and observational skills with a keen eye for detail.
- Strong communication and presentation skills.
- Ability to work independently and as part of a team.
- Strong organisational skills and the ability to manage multiple tasks simultaneously.

Personal Attributes:

- Passionate about football with a deep understanding of the game.
- High level of integrity and professionalism.
- Self-motivated, proactive, and able to work under pressure.
- Flexible and adaptable to changing priorities and deadlines.





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GENERAL STATEMENT

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.

SAFEGUARDING & WELFARE

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).

The Company may also conduct online searches of candidates who have been shortlisted as part of its safer recruitment procedures. Appropriate references will be required.

EQUALITY, DIVERSITY & INCLUSION STATEMENT

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 individuals from diverse ethnic communities who are currently under-represented within the organisation.

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

HOW TO APPLY

Please complete an Application Form, available [HERE](#). If you require the application form in an alternative format, please email jobs@swanseacity.com

The closing date for this vacancy will be **29th September 2026**.