



Job Title:	Emerging Talent Scout Ages 17-20
Department:	Scouting
Reporting:	Director of Recruitment (DoR)
Location:	Jersey Road
Salary:	Competitive

Background

Brentford Football Club is a professional football club based in the London Borough of Hounslow, that currently plays in the English Football League Championship. The Club was founded in 1889 and has called Griffin Park its home since 1904. 2020 represents the start of a new era for Brentford, with the Club moving to a new, 17,250-seater stadium with outstanding facilities for fans, broadcasters, corporates and the community. The new stadium, open for the start of the 2020/21 season, is the cornerstone of a longer-term vision that aims to see Brentford FC reach the Premier League on the field and ensure that the Club is sustainably run off the field.

Situated next to the M4, the new Brentford Stadium is located a mile from Griffin Park and is at the centre of the Brentford East redevelopment scheme, which includes the construction of more than 900 new homes, a new purpose-built location for Brentford FC Community Sports Trust, and a public square with shops and cafés. Brentford FC plays a very active role in its local community.

The Club is a four-time winner of the EFL Community Club of the Year Award and is the only professional football club in the UK with a Business in the Community and Community Mark Award. In total, Brentford FC Community Sports Trust delivers more than £13 million of social benefit to the West London area.

Brentford FC has made a public commitment to being the most inclusive Club in the country and have a strategy underway to realise this ambition in terms of our employees, fans, players, partners and communities that make up the Brentford FC family. We welcome applications from candidates of all backgrounds and encourage applications from groups that are under-represented within our organisation. This includes women, those from ethnically diverse communities, people with a disabilities, people of faith, younger and older people and those from an LGBTQ+ background. We are striving to be a workplace that welcomes and includes everyone, and we look forward to receiving applications from those who feel ours is an organisation they would like to be a part of.

The Role of the Emerging Talent Scout

The main responsibility of the Emerging Talent Scout is to help identify and assess young aspiring players (aged 17-20) from all levels/competitions within the UK primarily for the B Team squad but also for the 1st team.

Main Accountabilities

- To Lead the Identification phase and 1st assessment phase of the recruitment process for the B Team squad reporting directly to the DoR.
- To build a knowledge base of all players aged 16-20 from within the UK from selective areas/competitions using all available tools and resources including the use of data and statistical models as appropriate.
- To recommend the best most suitable players on a regular basis to the DoR as per the recruitment department processes / structure.
- Ensure effective / relevant communication within the department.



- Attend live fixtures and complete video assessments using own initiative and at the request of the Director of recruitment.
- To complete thorough reporting procedures on suitable players in line with the recruitment department processes.
- To ensure all scouting databases are kept up to date with key relevant information.
- To assist in 1st team related Recruitment tasks on request
- To participate in any other recruitment related tasks at the request.
- Attend regular Recruitment department meetings.
- Develop existing network of agents, club representatives.

General Club Accountabilities

- To ensure compliance with all relevant Club policies, including health and safety policies and with specific reference to the data regulations (GDRP and PECR)
- To ensure compliance with all relevant legal, regulatory, ethical and social requirements
- To build and maintain good working relationships both internally and externally, maintaining a professional image at all times when representing Brentford FC
- To keep confidential any information gained regarding the Club and its personnel
- To maintain a flexible approach to work at all times

Key Internal Relationships

- Coaching
- B Team, Analysis
- Football Operations

Person Specification - Essential Personal Characteristics

- Demonstrable proven experience (ideally at least 2 years) working within a professional football recruitment department specializing in ages 16-20 within the UK.
- Demonstrable proven experience / evidence (ideally at least 2 years) of recommending aspiring players in ages 16-20 within a professional football club / environment.
- Daily commutable distance to London area
- Proficient in the use of the latest online football recruitment video platforms & data resources.
- Excellent IT Skills (Including excellent Microsoft office – Word, Excel, PowerPoint etc)
- Full, clean driving license
- Good contacts / network within football with agents, club representatives.
- Commitment to equality, diversity, and inclusion in the workplace

Person Specification - Desirable Characteristics

- This is the nice-to-have skills, experience and characteristics At least 2 years proven experience operating in a senior professional development phase / youth development phase recruitment role within a professional football environment.
- Player recruitment qualification.
- Coaching qualification.
- Knowledge of local London area.

Application

To apply for this position please apply via our website using the following link:

<https://www.brentfordfc.com/fans-and-community/work-for-us>

Closing date for applicants is by 17:00 on 12 March 2021.