



# RANGERS FOOTBALL CLUB

## Data Recruitment Analyst

JOB TITLE: Data Recruitment Analyst  
REPORTING TO: Head of Scouting  
LOCATION: The Training Centre  
EMPLOYMENT STATUS: Permanent, Full Time

### THE ROLE

A unique opportunity has arisen to join the Scouting department of Rangers Football Club as Data Recruitment Analyst.

The full-time position will be based at the Training Centre reporting to the Head of Scouting.

Working in conjunction with the Sporting Director, the Head of Scouting, and the insights team, the remit of the Data Recruitment Analyst is to maximise the impact data has on our player identification process. The aim is to identify talent through the use of data and provide insights which support or provide context to pre-existing or known players in the recruitment process.

The Data Recruitment Analyst will be expected to manage and interrogate data from a variety of sources, where the outcome is to highlight, support or challenge the narrative around a player. The Data Recruitment Analyst must have exceptional communication skills in both visual and verbal formats. A relentless work ethic and a socially obsessive interest in football would be an advantage to the individual joining an ever evolving and innovative department.

As with all insight roles a high level of technical competency is expected as is high attention to detail alongside an ability to work smartly in a proactive manner.

The successful candidate must be able to work in a fast paced, modern, digital environment where high pressure and high expectations are normal. Experience of having worked within a similar role previously would be an advantage. The Data Recruitment Analysts must embody personal and professional excellence at all times.

Your responsibilities will include the following:

- Under the guidance of the Head of Scouting and with support from the Insights and Scouting teams, play a leading role in the Club's use of data within its talent identification and recruitment process.
- Proactively identify talent via data and statistical modelling.
- Proactively provide contextual insights on pre-existing and or known players in the recruitment process via data and statistical modelling.
- Provide collated business intelligence from internal, external, and non-traditional data sources.
- Be able to compare, contrast and benchmark players using data.



- Create analytical reports using business intelligence software e.g., power BI/tableau.
- Create bespoke and impactfully clear data visualisations for technical reports and dossiers.
- Maintain your own active 'Monitor' and 'Target' list for all players flagged via data.
- Support scouts with data driven insights related to their specific target markets.
- Proactively communicate the data narrative for "new names" and pre-identified talent.
- When required, present the data narrative within the wider scouting group.
- When required lead scout meetings with a specific focus on data.
  - Visually compile and interrogate player shortlist from target markets.
  - Include objective data based on performance metrics and subjective data from scout reports.
- Use data tools and platforms to filter and identify talent
- Build data performance profiles based on the Clubs positional profiles.
- Use data to scout globally – take ownership, be proactive and lead in your area
- Support the wider department in the creation of and management of a centralised scouting database.
- Ensure players are not lost in the process – systematically check, challenge and update collective opinion
- Proactively connect scouting actions to data assessment and monitoring of players
- Be innovative with your approach and methods of delivery

## THE CANDIDATE

The candidate attributes include:

- Experience of working a similar role previously
- Deliver an exceptionally high standard of work in a pressurised environment with tight deadlines
- Footballing knowledge, with an ability to apply this knowledge within the context of Scouting and Recruitment.
- Strong technical ability
- Excellent organisational skills and ability to see a task through to its conclusion
- Ability to self-motivate and prioritise workloads
- Solutions orientated at all times
- Team player
- Fully committed with a flexible approach to working hours and travel
- Excellent soft skills, with an ability to excel in a modern footballing environment
- Understanding of data science techniques and methods
- Experience of using and building business intelligence tools
- Ability to visualise data impactfully
- Passionate about providing insights based on data
- Naturally inquisitive intel gatherer
- Dedicated flexible approach to working hours and travel
- Eligibility to work in the UK

## EQUALITY & INCLUSION:

Rangers Football Club is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

Rangers Football club also welcomes applications from suitably qualified members of the armed forces family.

## GENERAL INFORMATION:

The candidate must keep up to date with new methods and undertake any necessary internal or external training sessions in accordance with Company Policies and Procedures.



If you can add value to our team please email your CV and cover letter to [recruitment@rangers.co.uk](mailto:recruitment@rangers.co.uk)

THE CLOSING DATE FOR APPLICATIONS IS FRIDAY 30<sup>TH</sup> JULY 2021.