



LEAD ACADEMY RECRUITMENT OFFICER U9-16

An exciting opportunity has arisen to work within Middlesbrough Football Club's Category 1 Academy as a full time Lead Recruitment Officer, based at the Club's training ground in Hurworth, near Darlington. The main purpose of the role is to identify and recruit the most talented young footballers from the local area into our Foundation and Youth Development Phases and to assist with the management and coordinating of scouting for all Academy activities within those phases.

THE ROLE

- To assist the Head of Academy Recruitment in identifying and recruiting talented young footballers into Middlesbrough Football Club.
- To assist with the operation of the Academy's Talent ID Centres.
- To assist with overseeing local partnerships, planning and co-ordinating visits, reviews and potential games.
- To establish and maintain records of players attending each Talent ID Centre.
- To organise appropriate trial periods and inductions for registered players and parents.
- To support the Academy player audit process, identifying targets to align with the short and long term succession plan.
- To log and review incoming scouting reports in line with the Performance Management Application's (PMA) recruitment section.
- To establish good working relationships with schools, counties, local junior clubs and partnerships.
- To implement and comply with all Academy and PL/EFL/FA policies and procedures.
- To be open to learning and upskilling opportunities in order to expand levels of Talent ID knowledge.
- To exercise a 'Duty of Care' at all times when supervising and travelling with Academy players.

CANDIDATES SHOULD:

- Have experience of working in a Talent ID environment with a proven track record of identifying and recommending prospects to an Elite Academy programme.
- Have completed the FA Talent Identification Level 2 qualification.
- Have knowledge of the structure of local junior football.
- Have a strong operational ability with good attention to detail.
- Demonstrate excellent written and inter-personal communication skills.
- Demonstrate good people skills and the ability to provide clear leadership.
- Demonstrate the ability to solve problems and make sound decisions within a timely manner.
- Have a drive, passion and enthusiasm for football.
- Be familiar with current regulations and protocols relating to safeguarding.
- Adopt a flexible approach to working hours, being prepared to work on evenings and weekends.
- Must have a full driving licence and access to a vehicle.

Please note that this post falls within the scope of 'regulated activity' and is exempt from the Rehabilitation of Offenders Act (1974). Successful applicants will be required to undertake an Enhanced Disclosure &

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Barring Service (DBS) check and are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' as defined by the Rehabilitation of Offenders (Exemptions) Act 1975.

The salary for the role is competitive and will be discussed with shortlisted candidates at interview stage.

If you would like to be part of a committed team and can demonstrate MFC core value behaviours, please follow the below link to apply:

[Lead Academy Recruitment Officer U9-16 in Middlesbrough - EFL \(English Football League\)](#)

CLOSING DATE: 02 August 2024

MFC is seeking to diversify their team 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. MFC is also committed to the safeguarding of vulnerable groups.

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