



## **SønderjyskE Fodbold – Head of Player Development and Recruitment**

### **Company**

SønderjyskE Fodbold, established in 2003, has continuously competed at the highest level of Danish Football for the past 13 seasons. The Club plays its home matches at the 10,000-seat Sydbank Park Stadium in Haderslev, South Jutland. The Club has achieved significant success in the past 6 seasons, including a silver medal in 2016, two qualifications for the Super Liga playoffs (Top 6 finish), two qualifications for the UEFA Europa League, and in 2020 the Club were crowned Cup Winners. The Club maintains a long-standing relationship with Elitesport, which also owns Handball and Ice Hockey teams. The core values of the SønderjyskE Group include unity, humility, hard work and responsibility.

### **Ownership Group**

The Club is 100% owned by a US-based Group which owns two additional European clubs: Spezia Calcio AC, which competes in the Italian Serie A, the highest League of Italian football; and Casa Pia AC, which competes in Portuguese Liga Pro, the Second Division in Portugal. Unique opportunity to leverage institutional relationships, synergies and resources across all three Clubs.

### **Job Purpose**

Working directly with Ownership to execute transfer and player development, the Head of Player Development and Recruitment will be responsible for leading and coordinating scouting efforts at the club, building relationships with other clubs in the Superliga and throughout Europe, and helping to create player recruitment and development strategies.

### **Reporting Structure**

Primary report directly to both the CEO and the ownership Group.

### **Primary Responsibilities**

- Identification of undervalued players at both the senior and youth level
- Lead the scouting process, produce and maintain scouting reports, and develop recruitment process for all club targets
- Build relationships with key actors in the market place (clubs, agents, etc.)
- Develop, together with CEO and club staff effective and efficient day-to-day management of football operations.
- Develop, together with CEO and Academy staff, a strategic plan to yield tangible results on youth development over the short, medium, and long term.
- Oversee the overhaul of our academy and work closely with Academy staff to implement player development plans
- Develop player development plans, and roadmaps for recruited players

- Work with coaching staff to aide the development of players

### **Compensation and performance management.**

A market competitive salary

HR benefits are provided by the Company.

### **Qualifications**

- Experience scouting and evaluating player talent
- Experience leading a team of scouts
- Understand how and when to implement different methods of scouting and player analysis
- Extreme comfort with analytics in both recruitment and match analysis
- Must be comfortable with using technology to make the scouting process more effective
- Proven experience both scouting and developing players
- Must be able to structure and present information in an effective and concise manner to both coaches and directors
- Excellent interpersonal and networking skills
- Analytical abilities and problem-solving skills
- Exemplary communication, writing, and organizational skills
- Comfortable working in a collaborative setting
- Open-minded towards new and sometimes unconventional ideas that can improve current practices
- Knowledge about the Superliga and football in Denmark would be an asset
- Language: English, fluent in both writing and orally
- Domicile: The candidate is expected to live or take up residence in the local area or alternatively within reasonable driving distance from the Club.

### **Apply**

Please submit all applications to [job@soenderjyske.dk](mailto:job@soenderjyske.dk)