**EXECUTIVE SUMMARY**

ScoutMaster is helping the scouts of football clubs to make faster selection of players in an efficient manner using a database which enlists all the player details (especially players in European countries). Through the process of recruiting a new football player by a club (the buying football club) several stages and sub-process will have to be executed in order to arrive at the very best player that best compliments the already existing team.

**SUB-PROCESSES**

1. **Visit a training camp/field:** From the AS-IS Model to the TO-BE model, this sub-process was demonstrated as a parallel activity that involves the scouting team, getting an instruction from the coaching team and then proceed to find the desired player as specified.
2. **Tender a bid/offer:** This stage is activated once the player has been identified and has declared interest in working with the buying club. The club at this stage makes an offer to the player with details of his sign on contract fee and weekly salary through out his contract. In a situation where the player accepts, he is then cross examined by the medical team. However, if the player turns down the offer after several negotiations, the scouting team would have to return to the drawing boards as shown in the As-Is and To-be Models.
3. **Assign player ID:** this is the last stage of the recruitment process. At this stage, the player must have gone through all the other sub-stages, aced his Medicals and must have signed a contract with the club.

Here are some of the gaps in As-Is Model which ScoutMaster is resolving (refer to As-Is Model for better understanding of gaps)

1. In As-Is model a scout can work on one player at a time, which makes the process very slow. This may be the reason scouts are losing probable good bids.
2. Scouts do not have access to an exhaustive list of criteria before doing the preliminary selection of players. This causes conflict in decisions between different stakeholders of the process (such as Coaching staff, owners, managers of clubs) at the very end of the selection process.
3. After scout chooses a player following a preliminary criterion the process of assessment of player involves travelling to player’s upcoming match location. Travelling to assess a 1 or 2 players (if players are playing in the same location or in same match) with no optimized list of locations makes the bidding process inefficient.

Suggestion to resolve these gaps is to use ScoutMaster database (refer to To-Be Model for better understanding) because of following reasons:

1. Provides each scout a list of players which fulfills his/her criteria. This helps them to approach multiple players and other stakeholders associated with each of these players in a more efficient manner.
2. Scouts can look for the preferred criteria of players of each club now, well ahead of time and can mitigate conflicts at various decision-making points of the selection process.
3. For assessment of the list of players ScoutMaster creates an optimized list of locations which saves a lot of time and money.
4. Checks whether selected list of players conforms with league clauses before assessing the players rather than after approaching the stakeholders of selection process.

**USER CASES**

As much as we would like to believe that the process of recruiting a new player for a football club is easy, there are some inevitable user cases that must be put into consideration.

1. **Multiple clubs bidding on the same player:** in situations like this the buying club is forced to increase its sign on budget if they intend to beat the other clubs. The effect of this may not be significant if the buying club is in the top league and the player chooses them out of preference.
2. **Player has an existing contract with another club:** The solution for this is to either get the player on Loan from his current club or pay a buy out fee which in most cases are ridiculously expensive or look for an entirely different player.
3. **Difference in preferences between the management and coaching staff:** As petty as this may sound, it is actually one of the main issues in the world of football clubs. This situation causes several rifts in the team and in more cases than not leads to delay in player recruitment and underperformance by the entire team.

Some of the other user cases are as follows:

1. Player refuses
2. Selling Club (player chosen is associated with this club) refuses the initial bid
3. Buying club (club which is looking for new players) makes adjusted secondary offer with increased cash
4. Buying club makes adjusted secondary offer with increased cash and another player
5. The player is out of contract
6. Not conforming to the league clauses
7. If there is a transfer ban, the club could go for a home-grown player
8. The player fails the medical
9. The player has different preferences for their role in the club
10. The buying club wishes to get the player on loan instead of purchasing
11. Buying club could propose staggered payment to the selling club

**Screenshots of AS-IS Model and TO-BE Model**

**AS-IS Model:**



**TO-BE Model:**

