

Marlins Pro Ball Prep

High Level Executive of Player Development

Cardinals - were traditional and maybe still are, Cardinals way, straight laced, not a lot of new.

Astros - trying a lot of new stuff, Trackman and Blast, at the time they were terrible and needed to get better (2016). Innovative and forward thinking. Probably the most innovative in the last decade or two in the MLB.

Yankees - a lot of tradition, some things very traditional, but player development used new things and was very innovative. "One of the best" player development now but they trade their guys away.

Marlins - doing completely innovative things that no one else is doing but also does traditional stuff. Will try anything to get better because they have so far to go.

Looks for coaches with different skills but similar beliefs.

Overall we don't use coaching instinct to create a development plan, we use the game. Not going to change something from someone's opinion if the player is doing good. Go to the game and then back. Always use some objective info. There's different opinions from coaches, so try to use facts. Do use opinion a little if struggling but must choose the right area to change (swing or something else) and get more specific. Use coaches for mentoring, teaching the game, and developing them as young men.

Use data every day all day long. Analyst with every different team they have.

The Astros halved pro and amateur scouting departments when she was with them since they were using so much data.

Showing your skills is important to get a job.

The best culture she worked for was the LSU Tigers. Steadily trying to make Marlins culture into more college like where really competitive and every pitch matters. Everyone was winning at LSU and the coaches were cutthroat. The equipment managers were crazy at LSU. Very high intensity and cutthroat. She wants the minor league level to care about winning and not just development, and thinks it will lead to more effort.

Seek out established place

Opinions are more heard at Marlins since they hire young people

Nice visual presentation - not too fancy, simple and clear

Have good presentation a Zoom call - smile, lean in, and be expressive

2 People: Minor League Operations Assistant and International Operations Coordinator

Minor League Ops Assistant - managing and onboarding for many areas

When Tech fellow for Cardinals, learned about analytics and made Marlins connections. Texted video coordinator for Marlins after contract with Cardinals ended and coordinator told her she got the job

International Operations Coordinator works with scouting.

Stands out on resume - a link to a portfolio with videos, a link to LinkedIn profile, and forward thinking

Phone call - be prepared, ask questions, and ask about her past experiences. Connect with someone. Make her laugh, don't have a boring one, be yourself.

Number 1 piece of advice to get a job - speak spanish. At minor league level, he thought 90% of guys are Latin American

What **entry level key technical skills** are most preferable - coding so Python, R, SQL, ChatGPT, and Marlins use ChatGPT a lot.

Degrees that stand out are computer science, kinesiology, and won't hate on sports management or business. Looks for **Driveline certificate** - shows forward thinker and innovative and maybe Rapsodo certified.

Best way to connect with others on other teams when in an organization - cold email, can figure out emails of others - first name.last name@team [name.com](#) and connect on LinkedIn. Show interest.

Apply even if you need 3-5 years of experience.

Can create many connections from first job, but first job is the hardest

Don't be afraid to think ahead of where you are.

Marlins put money in player development because won't outspend major markets, a lot in strength and conditioning

Big on nutrition - pre packaged steak, chicken, and they have fruit. Big on technology and mental health too.

Bought the Traject - see pitcher on screen, arm goes, and then ball comes out

Minor League Operations Assistant thinks the Marlins are trying to emulate the Astros by trying new things.

Minor League Operations Assistant's favorite part of the Marlins is how young they are. Other places she was with 60 year olds. People care what she says and ask her what she thinks.

International scouting key skills - relationships, market is different than amateur, players get noticed from showing themselves to scouts. Manage relationships - Follow up on players and agents.

Top 3 characteristics for amateur scouting answer - don't have a boring phone call, put an interest on your resume like a gym rat so you can connect with the caller from the organization, and show you are willing to work hard. Look up players in the organization for phone calls.

International vs amateur - a lot different, regulations are very different, players can sign at age 16 for amateur, identify different things on international vs amateur, look for hidden tools that will become strengths, and makeup of the player is very important.

Marlins approach to analytics and how significant is it on PD and what to look for when hiring data scientist - huge part, every swing and pitch have data, will get bigger on it, all amateurs buy in, players with 10 years of experience in MLB may be closed off, she looks at portfolio, sent it to Jonah in analytics department and schedule phone call, and passed info to director of player development

Make connections with everyone - don't know where people will end up. It is really important to have good relationships with players.

Something wrong with housing and players were more lenient with her because of her good relationship with them.

Be as broad as possible for international scouting - will see a lot of European and South American players in baseball in the future.

If you're not bilingual - Be personable, reach out to help others, and say you're happy to help.

Minor League Operations Assistant- How does this job lead to dream job - farm director is the dream, loves player development, texts assistant GM and director of player development every day, works with director of player development.

The Marlins use Slack and players love Gabe.

Will learn a lot when you get the job.

Diego played baseball until 17, decided to pursue a normal career, and became a lawyer.

Diego's teacher ran an MLB office in the Dominican Republic. I talked to him to talk with him later. He gave him an interview. He got an investigative internship about investigations of violations. For 5 years, he oversaw the investigative side of baseball for DR.

For the academy administrator position, Diego knew he was interviewing with the director of player development, saw she was strength and conditioning coach, so he put he was a gym rat on resume. That caught her eye and was the first question in the interview. He got the job.

Wants to be a GM but took a job he wasn't interested in to get foot in the door

Diego oversees the operations on the complex, works with the scouting department, and helps with competitions.

Needs to teach DR players the fundamentals. The Marlins have 2 Dominican Summer League teams. He oversees 70-80 players there.

Gets there at 6:30-6:45, makes sure the facility is under control, keeps everyone in check, and tries to help players.

Advice for Spanish: repetition - learn basics, listen to or read something short like radio, keep grinding, and speaking on a daily basis helps. The director of player development was not that good at communicating with Dominican players and now she's great.

Minor League Operations Assistant says learn some nouns and verbs and baseball terms in Spanish and maybe use Duolingo.

Someone suggested watching a Spanish broadcast of MLB game

The mental side is huge at Marlins, they need to treat them well on field and in the classroom.

The most important aspect to help DR players: organize the first step, get players more fundamentally sound through different seasons, and get more game experience, he thinks they just do BP and take flyballs before they get picked up. They don't have high school or college baseball or travel ball.

For vibe, Diego has music for every activity. He pushes players and runs with players.

Piece of advice to get into industry: Take an uncomfortable job and show yourself, he believes in delayed gratification. He didn't want to investigate players, wanted to be on the field, but gave effort. Try to add value in your current job. Minor League Operations Assistant hated ticket sales but loved Busch stadium.

Graduated May 2023 and started working in February 2023

What sets you apart: outside of baseball, experience that sets you apart from other candidates.

Send interviewer materials - over 90% of people have no materials. Immediately passes materials to assistant GM and director of player development.

Be able to use PowerPoint. Make PowerPoint of what you would do in a position.

Have thoughts organized

What is something you struggle with? Gives ideas on what you're working on.

Look up the interviewer before the interview - shows you are prepared, gain respect, more conversational, and can ask them about past positions.

Where do you want to go in the future? Have an answer for that. If they crush your dreams, maybe don't work with them.

Do not underestimate who you are talking to - someone told her they are just an intern. Never know who will ask that person about you.

Ask follow up questions - about organization, what is the hitting department like right now and what are leaders like in there if interested in hitting.

Hitting: Opposite field or hard in air

Thoughtful welcome gifts

Called 50 people from pro ball prep - people that stood out to her from resumes

Players Reposted social media posts she made

Manages player housing at affiliates

Direct access to assistant GM and Minor League Director

Marlins and Yankees use Premier Pro for video editing

Need to do fantastic work to be able to get opinion asked/valued

Would be a janitor for Yankees/Astros and sit in every meeting I could

Play by the rules until you can write them

Hiring Marlins video coach role

Ticket sales intern - got Cardinals email form that which allowed her to intern with a lot of Cardinals people

Post portfolio to LinkedIn, X, organization emails

Message people on social media with low followers

Affiliate analyst

Worked for Rays

Switched careers to baseball

SQL is important - Google Analytics certificate learned about stuff, but he learned how to do stuff from actually doing.

Wrote a lot, 25 analytical articles

Make stuff

Driveline and Tread articles show where game is going and what they are doing to make players better

R for baseball book. Can get the same info from interacting with AI.

Driveline analytics videos

Someone put in chat: "The only rule is it has to work" book

Look at past data, not a lot of modeling

Degrees were in music performance

Good grasp of what team values - popular advanced metrics

Add value in questionnaire in not explicit areas - visualize when optional

Have intellectual curiosity and creativity

Value: Generate runs as a hitter, prevent runs as a pitcher/defender; xwOBA

Be curious/Work really really hard at whatever it is that will help you showcase your curiosities

Be able to explain your interests and answer questions on it

Triple A hitting coach

Played in MLB and overseas

Ran a real estate team - helped with leadership, communication, and leadership

Night before watches videos, gets reports from analysts, draws hypotheses on what could be an issue and thinks what has worked well, goes to data with an idea from eyes not looking for something. Set up the environment at 10-11am for 6:30-7pm games.

Focused on other players now. Tailors information to how they perceive info/based on their learning pattern

Talks with an affiliate analyst on Slack to talk about how to do things better and how to communicate info better.

Put messaging in one place that is not distracting like social media.

Value xwOBA, wOBA, and xwOBACON and for pitching FIP, throwing hard, striking out, and first pitch strikes for pitching. Doesn't show up on the scoreboard. Also value hitting the ball hard and walking.

Have competition for swing decisions, contact quality, and contact rate. To not have day to day be boring, but make it fun every day. Uses the competition just for 1 thing, like hitting the ball hard, to improve players. Players get rewarded financially and love competition.

ChatGPT can identify pitch tipping from uploaded videos, but they don't have a dedicated department yet. Doesn't sound like they use computer vision.

Development is the priority, not winning Triple A games.

Beta testing on eye tracking on focal points for hitters and pitchers to see where they focus.

Philosophy for minor league levels is the same across levels.

If guys don't buy in, you show them the info and how bad they are, and say it's not my opinion but it's facts and if you don't change you'll continue to get bad. You need to have a solution. The true test of a job is if you can fix problems. Resistant if you don't have a fix.

Dumb down info as simple as you can.

Hitting the ball hard, on the sweet spot, and rotational velocity causes players to hit the ball hard. Use kinatrax. Big on trunk rotational speeds (Ozuna's is really fast)

Get a player development job with a team that doesn't stink (not stuck in the stone ages), but is innovative. Data won't leave.

Value old school and new school.

Relationships and skill set to get in the game. You need to develop trust to have a big time big league job.

People are very overqualified in their current positions - one guy is a head of a department now.

Different organizations believe in different things

Go to a facility and build a database and beta test something. Tread, Driveline, and others. There are some things they teach that organizations disagree with.

Needs to know what verbage the private hitting coach the player uses and what he teaches and why. So then he can use the same terminology to get buy-in. Can bring it up to the private hitting coach too. Certifications can help with communicating with players.

Every player comes into Spring Training with an idea they want to implement, sometimes they need to move on from it.

Piece of advice to get into industry: answer isn't more certifications. Doing work and being around players, boots on the ground. Get your foot in the door any way you can, but don't be afraid to pivot if you don't like it.

Soak up information from anyone you can.

Pitching Coach

Was a coach for 10 years in high school before getting call from director of player development to work for Marlins

DJ in the coach's lounge

Do Plyos, bags, and core velocity belts

Throw hard and for strikes - first pitch strikes especially

High school vs college vs DSL guy in organization: change immediately if something that should change for high school guys don't just let it go because the cost of inaction is high.

Pitch design program - face live batters at 70-80 percent effort

Higher and lower intensity days, plyo balls, weighted boss, and long toss to increase velo

16 year old threw 100 today

Surround yourself with people smarter than you, ask questions, experiment with different drills, and take risks

The Marlins want innovation and weird stuff. He was told to not use water bags or Rapsodo initially in high school. He was disappointed pro ball wasn't more innovative initially

The director of player development said there are no rules, ask for forgiveness later

Innovative thing: Dunk throwing hand in water for 30 seconds and make it go numb

Injury prevention: need to develop guys quick so can't be afraid of injuries but try to minimize them

Best piece of advice: Be a good person and treat others well, be understanding of mistakes, and always have what if in your head. (What if I didn't do pro sports) Less stressful than the public school system. Send out emails to people

Registered Dietitian

Snack or smoothie, do body composition, and give sessions in English and Spanish

A lot of putting out fires - food fires

Give whole foods - no refined flours or sugars. Tells players benefits to career/health to get them on board

Dieticians in sports for only 10 years

Baseball - big and powerful vs soccer who is lean and mean - 3 square meals and 3 snacks is ideal. Soccer is more carb heavy while baseball is higher in calories and protein

American players have their own systems and hard-headed while Latin American players are grateful for just 1 tip

A lot of untapped potential in DSL

FCL and low A players may eat Chick Fil A. Try to educate them on negatives to stop

CPSDA posts positions

Scientific journal research to learn

Emailed everyone for first position - coordinators and directors. Ask for a 5 minute conversation

Positive team atmosphere

Collaboration between departments

A lot of women in the Marlins organization.

They avoid seed oils

Best piece of advice: Find your niche and specialize so not mediocre at everything. A connection helped her apply to a position that she didn't get but eventually needed someone else. Apply to jobs

Assistant Director, Minor League Ops

He wanted to play pro, but he didn't. Tyrone Brooks helped him network, met someone at an event he had.

Baseball ops internship with Tigers in 2016 and 2017 interned with Astros who had a lot more technology - learned a lot about Trackman and analytics.

After the Astros, he went to the Dominican Republic and worked for MLB and learned about rules and why teams have to follow them, especially in DR. A connection helped him.

Player development intern with Marlins. He does a lot for the Marlins now - roster management - looking at transactions to make sure within the roster limit. Helps with housing and travel.

Was a bullpen catcher for the Marlins since he played catcher in college.

Be really open to ideas and criticism. Network a lot. Treat everyone well.

Be yourself in an MLB interview and make it a conversation.

A lot of strategies to stay within the roster limit.

Favorite aspect: Watching baseball, seeing workers in the game and players grow, and players in MLB mentioning something from minors.

Best piece of advice: Network - he met assistant GM at a baseball network meetup and he met people at Winter Meetings. Adapt and meet people. Follow up periodically every 3-4 months, just ask them how they are and tell them what you are doing.

People ask others in the industry about potential hires - if they would recommend them.

At the bar at night at the Winter Meetings, you can meet people in the Front office. Minor League Operations Assistant said to have a resume printed, sell yourself, and link to a portfolio.

Assistant GM

Teammate behavior important to player development

In the clubhouse, cage and office. The main goal is to make the coaches better. Pregame meetings he's in and interested in. Postgame meetings about roster moves and next game

Needs to see the game as an executive not just a player - put them in the best spot to add value. Uses experience playing to help the manager make decisions

Important for Marlins employees - big motor - be willing to go through the day even when you're tired, be creative, a critical thinker, and be a great teammate - handle your job first so no one else has to, uplift and support others.

To be a pitching coach - have level of technical expertise - delivery, pitch characteristics, and more

Marlins 3 Pillars - Innovation - do different things year to year, thinking ahead - think what game will be like 3,5, or 7 years ahead, and be a good teammate.

Playing experience matters - it's like the frosting but not the cake and most important things can be accomplished by someone who has not played baseball

Playing in Japan - had interpreter but there was still a pause and has empathy for spanish speaking players and now does everything he can for them

When a Phillies manager, he was 99.9% analytical and had spreadsheets, made all decisions on analytics, but now trusts his instinct, emotional side, and intuition more. Feels more balanced now

Minor League Operations Assistant was hunting best coaches, she called coaches and at end of call she asked who should she talk to next, and he recommends we do that at end of our calls and that we be in constant communication.

Relationship building and communication and emotional awareness is important. If you have those with a motor and a good teammate it will be hard to get kicked out of industry.

Strength and conditioning is data based. Strength and conditioning is a foundational component of player development. Need enough power/strength to play in big leagues.

He loves food, tasty food, and not just healthy food. He wants people to enjoy food, otherwise they may not enjoy their job.

Nutrition: lean into whole foods, away from processed and packaged food.

The certifications matter, but don't make you stick and aren't core principles.

Pitching philosophy: Get strike 1, strike 2, go 3-2 where competitive around the zone, then strike. Throw down middle for strike, don't aim, just have nasty stuff.

A lot of music because he thinks people feel better with it.

Honesty is how he approaches conversations with players and coaches. Be raw, but not mean. We'll tell people: we need you to work on this area to stay at MLB level. What's happening off the field is affecting the field play, you need to take care of yourself.

His dad showed him masculinity: cared for people but held his ground interacting with others.

Director of Mental Health coming to the organization soon. He isn't passionate about it. He wants people to be surrounded by people to help with it. He wants the best possible mental health surrounding the organization.

Through a lot of conversations and background and asking people how they interact with people is how he evaluates amateur players.

Two pieces of advice: Practice and interact with AI for answers you want around baseball, chatGPT is good for basics to get into baseball and evaluate players. Be good to people, treat people well - how you want to be treated.

Minor League Strength and Conditioning Coach

3 time martial arts world champ

Internships

FYP camp - F you power - get really strong

Speed, power, strength, and timing

Make video of what you bring to table, what you bring differently

Show personality in interview

Marlins will ask question on what you struggle with

Bilingual huge for any organization

Marlins have spanish teacher for staff

Take conversational analytics course

Video editing is good

Catching Coach

Coach for the Coastal Plain League team

Referred by former boss to Dallas Baptist - went there

Became head coach somewhere else I think

Research what the best workers are doing and teaching and their philosophies

Individual training package for MLB guys

Use video or data to get buy in

Look up blast certified and driveline certified maybe

Catchers more offensive

Hitting and catching coach, Marlins rookie ball

Driveline worked with CEO and players' bat path, took team from 17th in hitting to 1st or 2nd

Hitting and catching coach at Marlins rookie ball complex – spring ball complex

Ball flight metrics, blast motion – sensor on bat, says what bat is doing through the zone, and blast helps with strength and conditioning

Coaching – learn how people move, track everything you do, coach, and can diagnose why results are bad

Marlins – show things you've done and results

20 games over .500 in regular season in Florida Complex League.

Turned practices into competitions

Catcher and hitting competitions

Rely on teammates

Mental toughness you need to build. DO things in practice other teams don't, risk injury but want gritty players.

Catcher is like pitching coach

Biggest thing for catcher – leadership, taking charge, and talking to pitchers

Hitting: swing at good pitches, hit good pitches, and hit good pitches hard

Like contact hitter that use all field, even if low exit velocity

Driveline: How fast they are moving and sequencing of moving

Made environments tough on hitters

Big thing: being willing to fail

Building confidence

Program pitches on machine to what you will face

A ton of involving Latin American players with American culture

90% of speakers are only Spanish speakers

Spanish – important skill

Degree in Sports management with concentration in business/math

Went to Gonzaga and very family-oriented school that is holistic on their approach to teaching students

Limit to how big organizational roster can be

Elimination of a short season makes it harder to get and hold a job

No announcer, no scoreboard, and no fans

Constantly has something for the analytics guys every day

Iterating a lot this year

Didn't have launch monitors for hitters before this

Don't get feedback immediately

Well educated trainee is a great trainee

Wears out analytics guys in offseason too

Analytics guys: build shyns and pull from database

Getting stuff weekly - feedback loop being quick is great

Guys asking for feedback now that they are getting it quicker

Loading backside, hitting ball on ground too much

Advance scouting report on what you're facing today

Check the boxes on blast motion metrics

Central nervous system fatigue or day off soon if metric low – maybe change pre game work

Could be lineup implications with blast