Quantitative Analyst, Yankees

Doesn't matter where you start, just get in

Make a personal website - people lie, this shows you're genuine.

A lot of development on the job - way more efficient code, accounting for bias, learn a lot, make reproducible code

For Quantitative analytics - make ML models to find stuff/leverage data or do analysis to find stuff. Use math.

Worked on reliever usage, different league wide trends, and playoff pitcher pitch usage for Yankees.

Once you get in, you can prove yourself; get connections

Got an interview with Yankees by sending his resume to someone who works for Yankees from his school. Worker was too busy to talk but put resume in and landed an interview, which he thought he bombed, but then did a project, and then got a job.

Want above average hitter over an average lefty hitter.

Since there's randomness, they don't judge so much on results, maybe Cashman uses internal metrics to judge instead, he wasn't sure.

They make sure their metrics have predictive value. League wide trends can change predictiveness of values. They constantly evaluate their processes.

Plays basketball every Monday with Fishman. 8-12 guys play, people from the analytics group probably.

Fishman is a great guy/Says Cashman is hilarious.

Casually talks to Cashman in the office. One of the first conversations with Cashman was what would you do if you caught Judge's 62 HR ball if you caught it. People forget he's a person.

No season tickets, but some comp tickets and a badge lets him get into Yankee Stadium most days for work.

The office is in Yankee Stadium. Can peek out during work day to check out the game.

Hybrid work in offseason - 3 days in office, 2 days remote

During season: In person when team is at home and remote when away

Got more access to data as his position changed.

Played college baseball, but tore labrum

Did baseball projects with R for college.

Messaged people working in sports from his school.

Baseball ops - clerical tasks

Database guy - checks data quality and other stuff

Might transition to educating players.

Sr. Director, R&D - Team Ops, Maple Leaf Sports

How did you get to where you are today?

A: com sci, boston area, 2010-11 ish soccer analytics, read Moneyball, scrape soccer data off internet illegally, soccer blog, hired by company he got data from, Optum sports, invented metrics cuz had data, consultant and media work, team operations interested in, 2015 Toronto FC started analytics department, player recruitment and salary cap, won a championship, and about 18 months ago cross sport R and D department, strategic research for Leafs and Raptors and Toronto FC, project that affects all 3 teams, hawkeye data for NBA, player tracking data in hockey and soccer in future. Biomechanics recent years, AI space recent years, GPT style things for player scouting, summarizing scouting reports, building custom embedded models for unstructured scouting data, most people getting jobs in sports analytics are specialists, hired 3 PHD biomechanics,

Data collector was first sports job, Zelas sports consultant team, sports betting do similar work, academics, federations, similar industry experience to get team ops jobs.

Predicting how the game will be played using strategy, dynamics of game, etc.

Basketball future: center of mass tracking to full skeletal tracking, a terabyte of data per season,
Need cloud engineering for data analysis, bring sports science and analytics together using skeletal tracking, bridge gap between health and data,

Already have ball tracking data, thinking more about elbow velocity that lead to the ball being close to the center of basket and other biomechanics. The market is efficient in basketball. Talent is well measured but **real opportunities are** in making players better with data.

What advice do you have for someone looking to get a position in the sports industry?

A: way more qualified people than jobs, need to be lucky, effectively communicate sports concepts to coaches and scouts, writing sports analytics articles and publishing them is really valuable. General audience of post - convince them of strategy - best tool. Use as little technical stuff as possible so you don't have to explain to coach all of the neurons. Trade off specificity for explainability. Identify pitch by velocity and movement. Better than high end tech solutions.

What are the challenges of your work?

A: political. Data scale - really big. Effectively manipulate and analyze and forecast what the coach will ask. Blend of technical skillset and communication.

Can you suggest anyone else I could connect with?

A: Carnegie Mellon conference. Much of his team at the sports expo in Vancouver. Met people at conferences that he gave jobs to. Nick Recifo.

Senior Engineering Manager, MLB

How did you decide on this career?
Chose com sci and took programming in high school - better jobs
Big baseball fan, likes functionality and problem sets

How does your work impact MLB?
Enterprise internal
Scouting and ticket apps, business ops, not much of on the field tech, accomplish all requirements of business.

What is your advice to someone looking to get into the baseball industry?
Analytics: Ex player or involved in game, MIT/big institutions, hard,

Network, research maybe through university

Software engineer: be a strong developer, not as in depth analytics, just apply and show good development, show strong development.

What are some of the problems you face in your role?
Staffing and resources and critical thinking problems, business use cases, and adjust to rule changes.

Ask depending if not close to 5: (Do you still enjoy your job?)
I love my job, love baseball, cool perks - get tickets, work in commissioner office,
Auto ball strike zone.

Can you suggest anyone else I could connect with?

Deal with teams directly including analytics departments - go to sports analytics conferences - sloan, research papers or project with universities

Small data science department.

Pitching Coach, Siena

He worked for MiLB teams

Tell people about a project you did/ask for feedback on a project when you network

RShiny many teams use/Make video walking through your projects.

Communicate concepts

It's all about how you present yourself.

His Program: course on RShiny, visualization, interviews, selling yourself, etc. Sold his program to big schools like LSU and Alabama. Let him know if I'm interested. Got people from his program in the industry.

To maintain connections – grind, constantly innovate, (I think probably share projects with them).

MLB media worker

How did you get to where you are today?

A: video/media production - soccer gig. Logged soccer games for 4 or 5 years for Opta

What advice do you have for someone looking to get a position in the data science industry?

A: Get in the room with people who are in sports and let opps and connections flow from there.

What do you like/dislike about your job?

A: work on business ops. rules/governance of affiliated baseball - standardized in 2021. Facility standards. How are we generating revenue - sponsors, streaming games, media content. 116 teams do live game production. Milb streaming platform. replays/graphics and quality. Only 1 person behind the camera. Ads behind games. Up to 60 games a day. Same ad package across all games maybe to get revenue. Share profits to clubs.

MLB Big Inning - redzone - rally happening - potential clinching team - MLB Network and Pipeline working on minor league side. Hockey tried it. Prospects. Small budgets and limited staff - new

First big project and cool

Challenging - had to learn a lot about MiLB, but a lot of fun.

Work is great, but have to balance it with family life. 4 days a week in office. People are really understanding and flexible. Hasn't affected work.

Things can move slow.

Get people to think about MiLB who are used to mlb.

Can you suggest anyone else I could connect with?

A: head of data insights for Raptors and Maple Leafs. Toronto he lived. Most directly related experience and followed path you want to follow.

Statsperform and MiLB.

Strategy and research team. MiLBresized and is part of Mlb now.

Let him know about MLB data jobs and he can get my resume to the top.

Let him know about MLB club jobs.

120 Milb teams.

GM of Milb does no on field stuff - gameday ops, concession stand, towels, ump room is good. Done by 20 diff people at MLB level.

Be open

He graduated in 2007. It took him 5 years to work in sports.

Look at sports data companies

He can chat more.

MLB Network

January and February big hiring cycle for MLB.

Make connections with the smartest people at Marist in your field.

Say you're willing to work nights, weekends, and holidays.

Look at what your boss does, if you don't see yourself doing what he does - shift directions.

MLB email address puts you to top of the list for jobs.

Need to be available all the time for baseball industry (7pm to 3am he worked)/you will work Saturday/very demanding

He worked 3 jobs on the 4th of July.

TV/Control Room work is around the clock

Doesn't pay right away - Pay isn't great was $15 an hour for a while - went up to $25 an hour for him

People will be willing to take your job for less money

He went on field for Yankee Stadium and Judge gave him a head nod, which kept him going cuz he wanted to quit logging

Did stuff with Yes Network - Nets and halftime highlights. Some stuff for Yankees

Sports Media positions are freelance

EVS (his position now) - playback, slow mo, see if runner is safe or out; highlight packages

Loggers do editing, graphics, and news desk.

Could get me a paid little league internship - July to August. There's other things after the internship. Could maybe get me another job for logging. Reach out in May.

Classes and stuff don't matter. GPA doesn't matter. It matters where you worked and what your experience was. Just at least pass. Said this when he graduated Cum Laude.

You're in a great spot, but Bumpy road ahead.

Bats in the ceiling and attic in Old Gartland buildings at Marist - was for people with low priority points.

Fun Day Staff Renegades internship: Paid Marist for credit and was 3B pit. Set up stuff to instruct the games and coordinate minion races. Long days. He had to stay and pick up trash after the game. Did K fest in pouring rain. Went way over his hours. Did playoffs over summer after school was out.

Racing Industry Guy

He is a we oriented person. Caring. Great sense of humor.

friend of the guy who did the opening for the Trump rally.

What is your job?

A: sales and marketing company now and doesn't sell sponsorships. Does sales. AC Delco. Helps people get jobs. Some teams call them. He tells the team all the different ways to use sponsors. Needs teams to use sponsors well so advertisers keep using him it seems. Zach entertains some ex clients. Gotta pay for autographs. Build relationships over time. The smart team uses show cars. Advertisers for their team feel like it's their team.

NS: Look up AC Delco

How did you get to where you are today?

A: bagged groceries, college, assistant manager and manager of store grocers maybe, Cornell studies for agriculture and food, big national companies for starfish tuna filet's etc, managed brokerage, Miller brewing company hired him - got 25% of the country spend millions on boat drag racing etc.

Do you have advice for getting into the sports industry?

A: got Matt from Ohio State to 1 step below the top when looking for a job, connected with top people from Merrill top 50 finance. Can send my resume to 3 people. Charlotte motors, someone else, and someone else. I think Manny Kaminsky is a Harvard grad looking to expand.

Will connect me with people who are friends with the president (Zach said similar to connecting with owners). Zach - Relationships beat money - best way for happiness (proven maybe), have trust with these people.

NS: connect with these people

NS: Look up Bob Federson Best Buy Management upstate NY

Recap:

Good connections, value relationships, and send him my resume. Be sincere, loyal, honest, do it right,

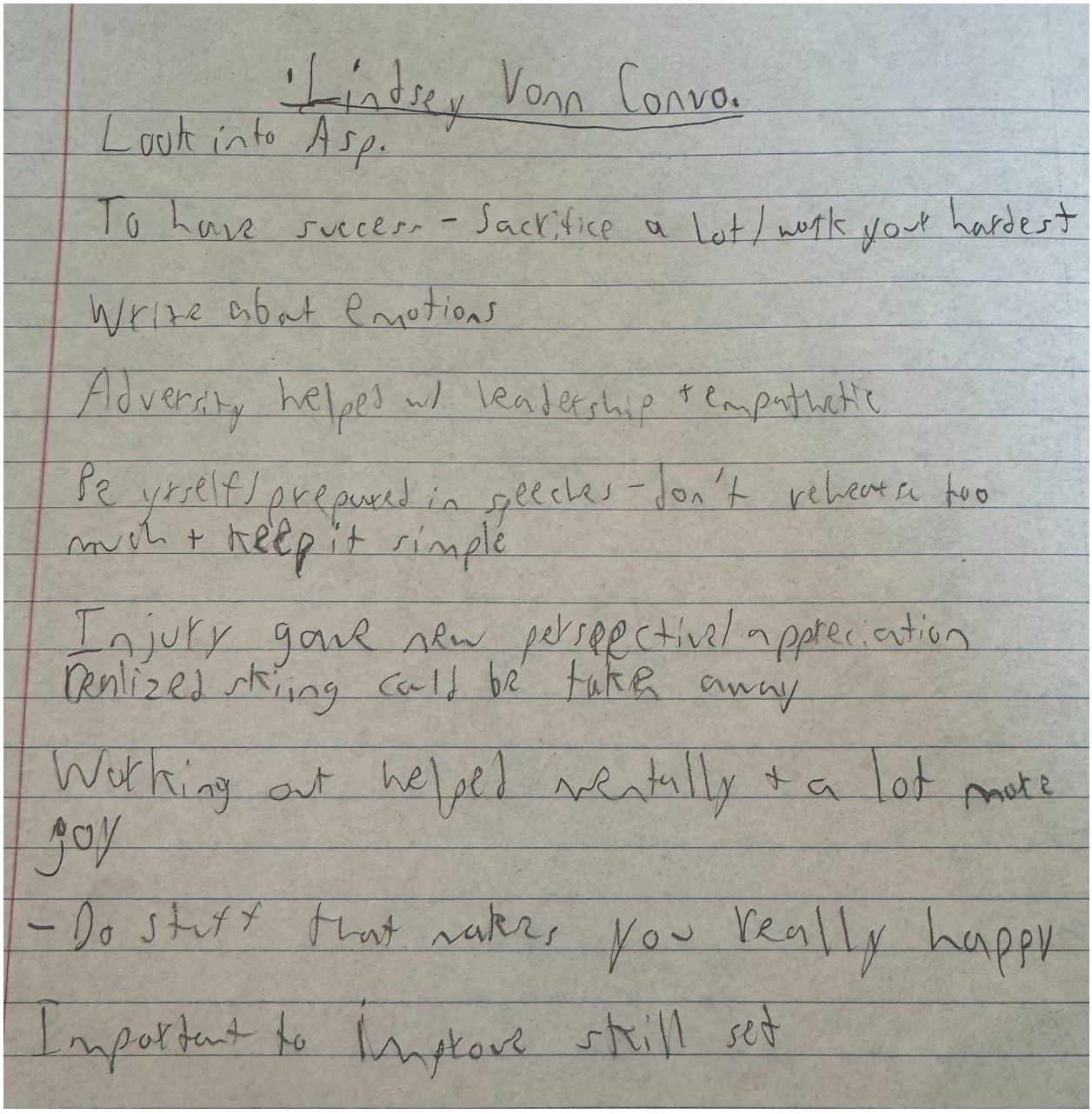
Founding partner of Freedom Sports and Entertainment

The power of who? Who knows me really well and let them know what you are trying to accomplish

Make list of people you know with organization name and LinkedIn profile

Think of brands you admire or want to work for, geography, and research businesses that aren't sports to see if they are working on sports projects

Olympic Gold Medalist Skier



Former Analyst/Project Manager, Scouting for Blue Jays

Player Dev. internship

1. How did you end up working for The Blue Jays? Knew someone on Blue Jays, Blue Jays, Yankees, Reds, + Dbacks heard back from

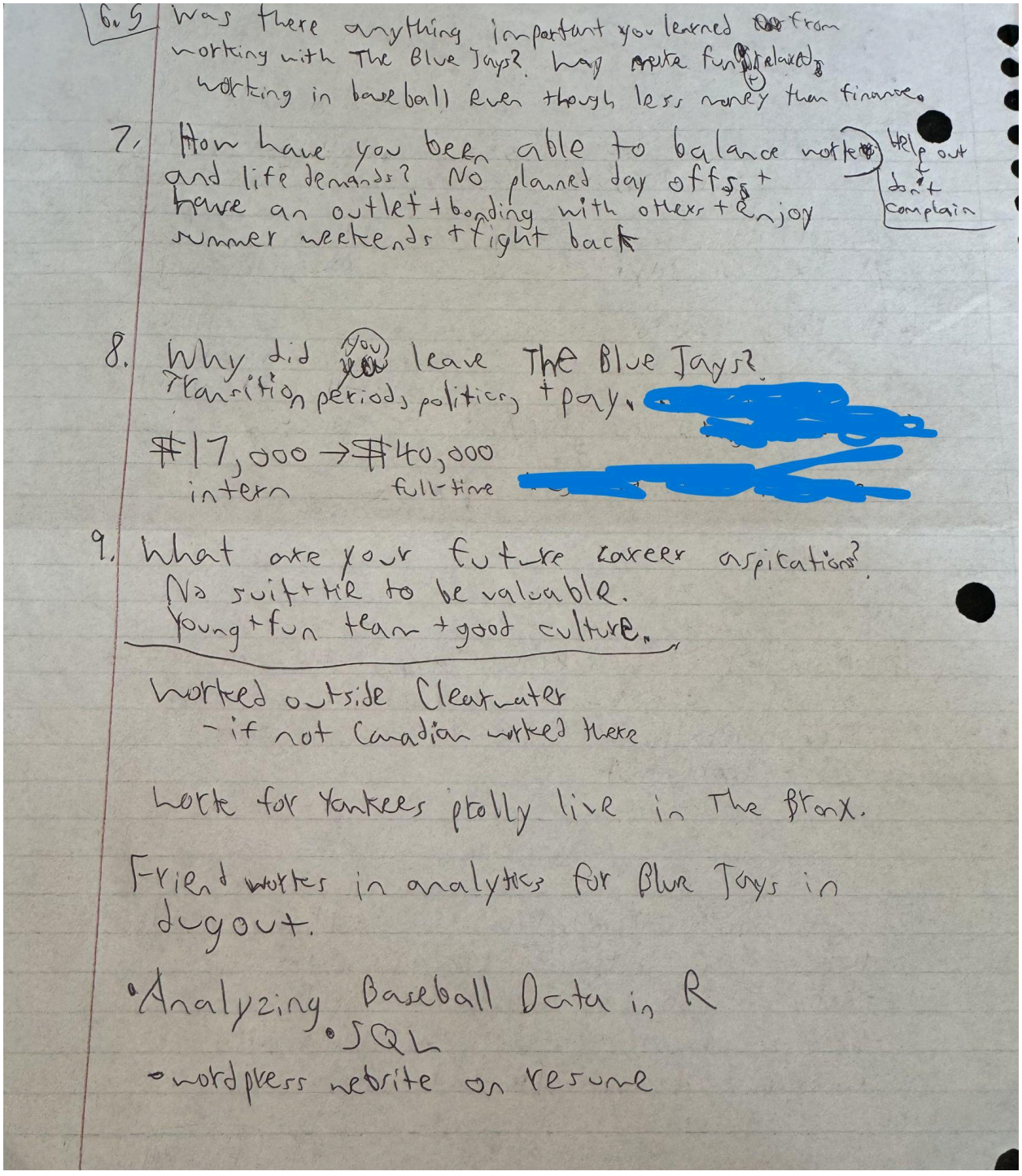
2. What were your daily responsibilities with The Blue Jays? Building reports, driving people,
   - Sports science w/ biomechanics specialties
     - dumbing down biomechanics reports
     - draft combine data - look for insights

3. What did you like/dislike about your positions with The Blue Jays?
   Dislike - work/life balance + pay

4. How can someone best prepare themselves for a job in the baseball industry?
   Love baseball, get your foot in the door, + may not work out

5. What types of opportunities should someone look for as an initial internship or job?
   - Take a job that makes you stand out
   - Excel, Powerpoint, Data Viz, + making reports
   - Know when to look. Fangraphs within 2 days.

6. What are some of the trends you noticed across the baseball industry?
   Biomechanics
   Don't have to be a baseball guy anymore, hiring people outside of baseball, + comparing premier league, rugby farm systems



Advance Scouting Assistant, Seattle Mariners

- Was with Orioles and Rays Minor League

1. How did you end up working for The Orioles?
Professor had ties w/ Orioles; got internship from someone professor knew.

2. What are your daily responsibilities with The Orioles? Oversee Sarasota + DR complexes
Front office/ P.D. Rosters, hotels, on-field throwing
promotion + demotion of players

About 190 people. Promotions - DR. to FL to Low-A

3. What do you like/dislike about working for The Orioles?
Dislike - not enough hrs. to do everything

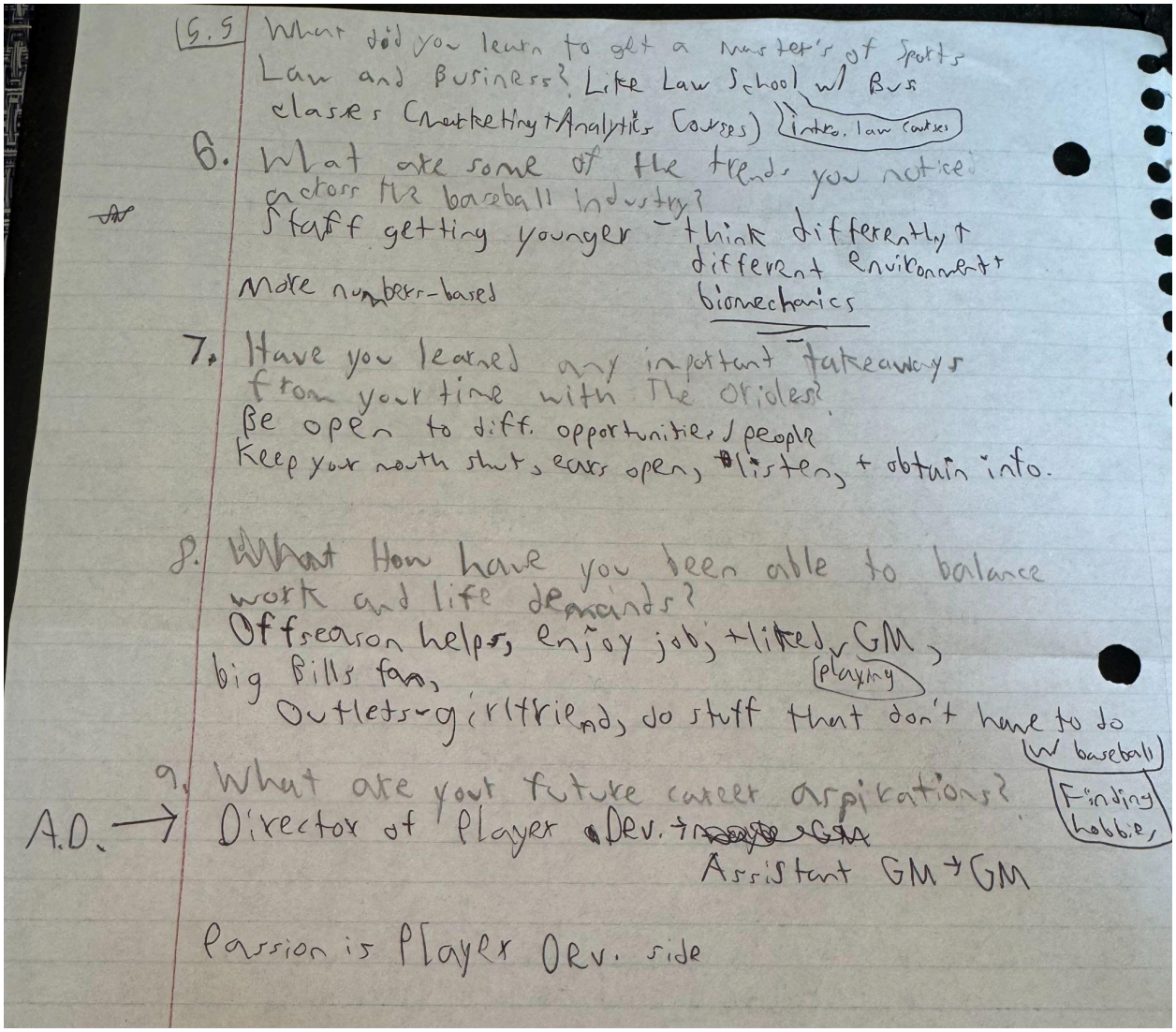
Like - on-field + roster management + interacting w/ players.

4. How can someone best prepare themselves for a job in the baseball industry?
Love it, really cool job, is a grind, very little work/life balance during the season
Expect missing things + being really busy + it can be a grind

5. What types of opportunities should someone look for as an initial internship or job?
To get into baseball anything you can get

Look at other Player Dev. positions (not just analytics)

Get connected + exposed to game



Baseball Miscellaneous

Apply to R and D Analyst/Intern and Minor league video interns

Teams look for 3 things: Can you code, Can you speak Spanish, and Have you played baseball in the past (specifically at a high level)

Specialize/Always emphasize your strong suits

Take a Spanish class and watch a Spanish show with Spanish subtitles and translate words you don't know (a lot of times you work with a Dominican player)

Might have to do multiple internships before full time position

Continue to do networking calls (ideally in baseball ops)/Make connections on LinkedIn

Get LinkedIn premium/join Sunday calls with Dr Lashbrook

Email director of departments you're interested in/Send research to people you've interviewed with

Be willing to relocate/be open to other areas

Stay in place you feel the most fit/Say what you want to do in the future on annual review when in job

Try to be expert on job/get along with coworkers

Don't tell them opposing view unless they ask you/Master of Analytics for Georgia is rigorous but if you have experience with programming tools you should be good

Getting better compensated in positions/more remote positions

Want to be in-person at job/sensitive to leadership changes

Yankees used R/baseball teams open minded about tech stuff