

SCOTT MCLACHLAN



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London

PERSONAL STATEMENT

I am a process-oriented executive possessing great relationship, stakeholder management, networking and team building skills. I excel in growing and galvanising teams to achieve strategic objectives. I have spent 27 years joyfully immersed in the football ecosystem, working within diverse elite environments, balancing people development and performance outcomes. Driven by a curious, analytical mindset and attention to detail I am on a constant learning journey.

STANDOUT SKILLS

- Strategic leadership
- Stakeholder management
- Project management
- Relationship management
- Managing & motivating teams
- Collaborative mindset
- Football IQ

TRAINING & DEVELOPMENT

- MSc The Science of Sports Coaching
South Bank University London
- Technical Directors Course – Level 5
The Football Association
- Talent ID, Strategy & Management – Level 4
The Football Association
- Talent ID – Level 2
The Football Association
- Talent ID – Level 1
The Football Association

ACHIEVEMENTS

- Premier League Champion
2014/15, 2016/17
- UEFA Champions League Winner
2012, 2021
- UEFA Super Cup Winner
2021
- UEFA Europa League Winner
2013, 2019
- FIFA Club World Cup Winner
2022
- FA Cup Winner
2012, 2018
- Football League Cup Winner
2015



EXPERIENCE | SCOTT MCLACHLAN



GLOBAL FOOTBALL HOLDINGS

2022 - present

Global Head of Football

Hired in 2022 to create, initiate and manage the strategic plan for this exciting global multi-club network of football clubs. This role's primary objective is to improve on-field performance whilst connecting, aligning and streamlining operations across the network ecosystem; this includes stakeholder and fan community management, strategy management, squad succession planning, talent identification, executive recruitment, budget management and contract negotiations.

Successes to date include negotiating world leading "fan culture and heritage agreement", generating positive player transfer revenues, supporting and resourcing the expansion of the global talent identification programme, and a season-on-season on-field improvement in each network club.



CHELSEA FC

2011 - 2022

Head of International Scouting

Hired in 2011 to work collaboratively with the Executive Director with the purpose of designing, initiating and managing the global strategy for senior talent identification. Driven by the vision to professionalise the talent identification specialism industry wide and meet stakeholder on-field performance objectives. I guided player acquisition investments totalling €1.3bn, that resulted in the club winning 11 major trophies. I developed relationships with multiple elite Head Coaches (Mourinho, Tuchel, Lampard, Hiddink, Benitez, Sarri, Villa-Boas, Conte) learning and listening to then guide and support their player acquisition and squad management ambitions. I informed strategic reviews, supported squad rebuilding through multiple cycles and performed Head Coach due diligence whilst maintaining the team performance level.

I led the strategy to expand the scale and reach of the department into new markets, hiring, leading and mentoring a team of talent identification specialists. I instituted and led the department through the transition to an evidence-based hybrid of traditional and data driven scouting processes, reduced the average age of the scout team by some 20% to reflect the changing demands of the role and the player population demographic.

Successes included returning transfer revenues of £580M (2016-2021), redesign of strategic plan resultant from BREXIT, design and implementation of mandatory qualification framework.

"Chelsea's scouting system is well regarded as one of the smartest, most efficient and forward thinking". The Athletic, Apr 2020.

EXPERIENCE | SCOTT MCLACHLAN



FULHAM FC

2009 - 2011

Technical Scout

Worked with club stakeholders and scout team management to introduce, integrate and evolve the use of analytics within the talent identification domain. Worked with a multi-disciplinary team to identify and align performance metrics to the talent identification strategy and cascade this to the scout team. Introduced and populated the talent identification database, worked with analysts to contextualise and translate data for stakeholders (Manager, Board). Designed the scout team competency framework and development programme.

Successes included supporting the squad rebuild that led the club to the UEFA Europa League Final, the first in the club's history, and outperforming the club's PL budget ranking three seasons in a row.



SOUTHAMPTON FC

2006 - 2009

Head of Performance Analysis

Recruited by Sir Clive Woodward to lead the club's performance analysis strategy and provision with the vision of enhancing the coaching team's use of analytics within the player/team development process. Successfully evolved the provision from a post-event analytical focus to a live coding model. Expanded and integrated this provision to support the academy programme, designing and leading the analytics internship programme in partnership with Solent University.



NORTHAMPTON TOWN FC

2003 - 2006

Head of Youth Development

Recruited to lead the club's youth development programme with responsibility for all strategic, fiscal and operational processes. I designed and led a three-year strategic plan to modernise this previously under resourced youth development programme. I reinstated local/regional talent identification programme, hired and developed a young, dynamic team of coaches, fostered links with the foundation programme, partnered with education and business institutions to support/sponsor player pathways. I worked collaboratively with First Team Coach, Colin Calderwood, to develop an integrated player pathway that supported six youth team graduates achieve professional status.



WIMBLEDON FC

1999 - 2003

Performance Analyst

Hired as a Lead Performance Analyst reporting to Manager Egil Olsen, mentored by the pioneer Olsen in the theory and application of performance analysis in the elite football environment. I developed my competency to gain sole responsibility for the strategy, development and management of the performance analysis provision by season two. Quickly developing my competency in data contextualisation, video editing and presentation skills I designed, produced and delivered team/individual analysis meetings. Led the club in their early adoption of the Sportcode live coding software, evolving this resource from a time lapsed methodology to a real time/live coding analysis provision.

REFERENCES | AVAILABLE UPON REQUEST



Chris ANDERSON
Professor of Politics, LSE



Michael EMENALO
Sports Director, Saudi Pro League



Mike FORDE
Chairman, Founder Sportsology



Dr Paul BALSOM
Football Performance Expert



Darren PRESTON
COO Fulham FC



Dave HANCOCK
CEO Apollo