



JARED DUBLIN // TEL: +44 07468897069 / Email: jared.dublin@gmail.com

PERSONAL PROFILE

Head of Recruitment at Stoke City FC with an encyclopaedic knowledge of top young talent and undervalued players in the UK, Europe and abroad. Former Chief Scout at Sheffield United, having spent nearly 6 years with the club and helping build 2 promotion winning Championship teams in 2018/19 and 2022/23. Key senior member of the Recruitment Department as the club earned promotion to the EPL in 2018/19 on a bottom 3rd budget with Manager Chris Wilder, finished 9th in 2019/20 securing a second season in the EPL, and led the summer recruitment that resulted in promotion under Paul Heckingbottom. Stepped in as Interim Head of Recruitment for the January '20 window, after a serious illness to existing Head of Recruitment. Responsible for driving the club's European scouting and recruitment, identifying the likes of Sander Berge at Genk and doing the deal for Malmo's Anel Ahmedhodzic from initial identification, meeting the agent, player presentation, negotiation, and closing the transfer. Ahmedhodzic was later named in the EFL Championship Team of the Season, the only Championship summer 2022 signing that was bought for a fee that season to be selected. As Head of Recruitment for Stoke City, responsible for identifying and signing emerging talent with Premier League potential based off the owner's remit to increase the number of sellable assets in the squad. Successfully closed the transfer for Dutch u21 midfielder Wouter Burger from Basel after being unsuccessful in two previous windows with Sheffield United chasing his signature, and drove the deal from start to finish for now South Korean full international Junho Bae. Given my previous role as a Recruitment Analyst and career history at Google, I look to bring a 360 perspective to recruitment that blends objective data analysis with traditional, subjective scouting. It is my experience managing teams and extensive knowledge of undervalued players which makes me the right fit for clubs looking to build a sustainable and ambitious project where player trading and signing top talents from around the world will be key to the football business and winning culture.

EXPERIENCE



STOKE CITY
HEAD OF RECRUITMENT
JUNE 2023 - PRESENT

- Part of the Senior Management Team for the entire club, but one of three key first team decision makers alongside the Manager and Technical/Sporting Director
- Restructured and expanded a Recruitment Department to include data analysis and global scouting, introducing new Player ID and analysis stages to the scouting process
- Managing the First Team Scouts, Emerging Talent Scouts, Video Scouts and Data Analysts
- Main driving force behind the live scouting, shortlisting and negotiating deals for South Korean international Junho Bae, Dutch u21 international Wouter Burger, Dutch u21 winger Million Manhoef, and League Two Young POTY and Cameroon international Junior Tchamadou



READING
HEAD OF SCOUTING
FEB 2023 - MAY 2023

- Part of the three person Senior Management Team responsible for recruiting both players and Managers/Head Coaches
- Responsible for building a scouting process from identification, evaluation, to final recruitment that blends traditional scouting with data analysis throughout
- Managing the team of scouts and Academy Recruitment staff to ensure fit and alignment
- Producing final shortlist of transfer targets, updating player succession plan, liaising with player agents to make inquiries, and driving initial finances of potential deals



SHEFFIELD UNITED
CHIEF SCOUT
2019 - 2023

- Working closely with Head of Recruitment as right-hand man in small Recruitment Department
- Creating First Team and U23 transfer lists for Sheffield United and Beerschot (Belgian club)
- Daily Recruitment meetings with Managers Chris Wilder, Slavisa Jokanovic, Paul Heckingbottom and Head of Recruitment to discuss players
- Key contributions to the live scouting, shortlisting and signing of Berge, Ahmehodzic, Ramsdale, N'Diaye, Morgan Gibbs-White, Bogle, and Egan
- Managing the club's network of First Team Scouts, setting fixtures, tasks, and reporting
- Liaising with player agents to make inquiries, discuss initial finances of potential deals



SHEFFIELD UNITED
**INTERIM
HEAD OF RECRUITMENT**
NOV 2019 - FEB 2020

- Stepped up into Interim Head of Recruitment role while standing figure was in the hospital
- Led Recruitment debriefs and meetings with the CEO and key stakeholders regarding January window and key targets
- Continued managing the First Team Scouts and carrying out Chief Scout role during that time without a backfill put in place
- Key signings in this window included Sander Berge and valuable squad player Jack Robinson



SHEFFIELD UNITED
**RECRUITMENT
ANALYST & FIRST
TEAM SCOUT**
2017 - 2019

- Attended daily Recruitment meetings with Head of Recruitment to discuss ongoing list of targeted players, outgoing transfers and loan deals, and potential needs for the first team regarding "Starter", "Cover", or "Developer" players
- Identified and monitored potential first team transfer targets using all available resources Collected information, writing player reports, and managing database on transfer targets
- Ongoing analysis of U23 squad and performances, monitoring development of key players
- Developed new recruitment tool for statistical player analysis based on Manager's KPIs and team's style of play
- Presented potential transfer target player clips / videos for Head of Recruitment & Manager Produced Player Dossiers for Head of Recruitment, management staff, and Board of Directors



SHEFFIELD UNITED
**SCOUTING &
RECRUITMENT INTERN**
2017 - 2017

- Worked directly with Head of Recruitment and Head of Football Administration, attending meetings with agents, the Manager, and first team staff to analyse existing recruitment structure and process
- Attended first team matches for squad analysis and benchmarking
- Attended trial, academy, Championship, League One, and League Two matches alongside Head of Recruitment to identify new potential transfer targets for both First Team and U23 squad
- Evaluated football data providers, including Opta, STATS Prozone and InStat, to determine best quality, price, and value platform for the club's specific use case within player recruitment analysis



GOOGLE
**GCP FOR STARTUPS
BD LEAD**
2015 - 2016

- Team lead for global program supporting more than 900 startups and 250 VC & accelerator partners
- Successfully relaunched the business function, spearheading team growth initiatives that generated USD \$20 million in '16 revenue and project around USD \$28-30 million by EoY
- Scaled up from a team of two, hiring six additional team members based around the world



FOOTBALL
TECHNOLOGY
INVESTOR
STARTUP MENTOR
2014 - 2018

- One of the first angel investors in FuboTV, a streaming service that bundles live sport and entertainment channels featuring live matches, club videos, and news (IPO in October 2020)
- Participated in the seed round with other LA angel investors and provided cloud infrastructure mentorship



SOFTLAYER
**BUSINESS & COMMUNITY
DEVELOPMENT MANAGER**
2013 - 2015

- Managed the Business & Community Development Team in America's West Oversaw day-to-day management of relationships with accelerators and early-stage VCs
- Negotiated contracts and sponsorship terms with accelerator, incubator, additional partners



BLURBABOUT
**STARTUP
FOUNDER**
CO-FOUNDER & CEO
2011 - 2013

- Co-Founded social media app, which combined Yelp & Twitter in a mobile app experience.
- Bootstrapped company before raising seed funding, led project management and UX design

EDUCATION & FOOTBALL QUALIFICATIONS



UNIVERSITY OF LIVERPOOL
MASTER'S DEGREE IN FOOTBALL INDUSTRIES (MBA)
SEPT 2018
**VICE CHANCELLOR'S INTERNATIONAL
ATTAINMENT SCHOLARSHIP**



UNIVERSITY OF CALIFORNIA, BERKELEY
BACHELOR OF ARTS IN SOCIOLOGY
MAY 2013
GPA: 3.92/4.0 FIRST CLASS HONOURS

FOOTBALL COURSES

FA LEVEL 1 IN TALENT IDENTIFICATION

STATS PROZONE LEVEL 2: PHYSICAL ANALYSIS – CERTIFIED WITH DISTINCTION

STATS PROZONE LEVEL 1: INTRODUCTION TO PERFORMANCE ANALYSIS – CERTIFIED WITH DISTINCTION

US SOCCER E COACHING BADGE EQUIVALENT – NSCAA JUNIOR LEVEL VI DIPLOMA

NSCAA SPECIAL TOPICS COURSE – TACTICS THINKING WITH JOSE MOURINHO

THE LMA SCHOOL OF FOOTBALL MANAGEMENT – EVALUATING PERFORMANCE

THE LMA SCHOOL OF FOOTBALL MANAGEMENT – CREATING A CULTURE OF EXCELLENCE

FOOTBALL IT SKILLS

WYSCOUT, INSTAT, SCOUT7, STATS BOMB IQ, OPTA PROVISION, HUDL, SKILLCORNER, ANALYTICSFC

LANGUAGES

Primary: English

Secondary: Spanish (conversational, lived in Spain previously, desire to improve)

REFERENCES

CHRIS WILDER (SUFC), SLAVISA JOKANOVIC (ex-Fulham), PAUL HECKINGBOTTOM (ex-SUFC), ALEX NEIL (ex-Stoke City), BRIAN CAREY (Reading), MARTIN HODGE (Swansea)