

# Tom Randle

## Football Operations Leader



### EXPERIENCE



#### Director of Identification and Recruitment Houston Dynamo Football Club

2022 - 2024

Responsible for developing and constructing a new recruitment and talent identification department, including implementing new processes, recruiting a new global team, incorporating additional data, adding new technical systems and building a new database of players, and connections globally. I worked closely with the General Manager to construct the first team and MLS Next Pro roster through a systematic process including attendance of live matches globally, video and data identification, background work and player negotiation. In addition, I helped create player pathway systems, provided development opportunities for staff and assisted with methodology and budget control.

**Achievements:** MLS Open Cup Winners 2023 | Western Conference Finalists 2023 | Qualification to the Concacaf Champions Cup 2023 |



#### Chief Scout Cercle Brugge KSV (part of AS Monaco)

2021 - 2022

This role was focused on formalising processes and bringing in structure so that the team was setup to recruit and attract the best possible young talent from around the world that would go on to play for the parent club, AS Monaco, or to become an asset. I worked daily with Technical Directors, Laurence Stewart and Carlos Avina, and on a regular basis with AS Monaco's Sporting Director, Paul Mitchell, to ensure that the department was closely aligned to the goals of both clubs. The role involved a systematic and productive approach through the use of both teams scouting network, contacts, live and video scouting globally, relevant data, background work and player negotiation, in order to identify, assess and recommend the best player solutions globally. In addition I assisted with implementing player pathways for the young players at both Cercle Brugge and AS Monaco.

**Achievements:** Qualification to the European Playoffs 2022/23 | Highest finishing position as a club in 10 years 2021/22 |

#### Freelance Consultant

2020 - 2021

Providing consultancy work for various international agencies and football clubs.



#### Head of Scouting Norwich City Football Club

2018 - 2020

This role was focused on implementing new processes in order to streamline the existing scouting department with the intention of improving the first team and development squads. I was responsible for a team of scouts who worked globally, ensuring that as a team we constantly optimised our recruitment processes and the use of data and technology to identify key talent.

**Achievements:** Promotion to the Premier League as Champions 2018/19 |



### CONTACTS



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Based in the UK - open to relocation.

### ABOUT ME

I am a dedicated, focused, and passionate leader committed to building and mentoring high-performing teams.

With a track-record of success across the UK, Europe, and North America, I am looking for the opportunity to utilise my knowledge and expertise in order to drive the transformation of a football club's football operations, whilst creating a club culture that values teamwork, people focus, innovation and professionalism.

### QUALIFICATIONS

#### Advanced Certificate in Sporting Directorship

FOCUS Sports Education

2023

#### Sports Directorship Masters Degree (MSD)

Manchester Metropolitan University  
2023 - 2026

### LANGUAGES

- English
- German



## Chief Scout

Rotherham United Football Club

2017-2018

Using my domestic and international database, and network of contacts, to improve the first team squad and achieve promotion. Responsible for establishing and developing the recruitment team structure, introducing the use of data analysis to the club, managing a team of scouts, player/agent contract negotiation, upgrading the development squad for pathway progression, assisting with loan management and ensuring that as a team we were focused on key priorities.

**Achievements:** Promotion to the Championship 2017/18 |

## Senior Scout

Crystal Palace Football Club

2013 - 2017

Focused on identifying young prospective first team and development players across Europe. I managed a team of informants across Europe, including mentoring and developing their knowledge.

**Achievements:** FA Cup Finalists 2015/16 |  
Maintained Premier League status 2013-2017 |

## STRENGTHS

- **Implementing new strategic processes** and evolution of good cultural values.
- **Good interpersonal and communication skills** enabling me to build strong relationships with key stakeholders, internally within the club and externally in the greater football community.
- **Recruitment of new team members** globally including recommendations for first team staff based on philosophy and playing style.
- **Creating development** opportunities for current members of staff.
- **Budget management**, including recruitment, playing staff and asset retention including negotiation.
- Advising on **methodology and game models** to align with the vision of the club.
- Working closely with management to **develop player pathways** from relevant academy and development squads.
- Creating, managing and evolving efficient recruitment and **data analysis teams, systems and processes** to operate within best practice.
- Experience in **biomechanics, physical development, strength and conditioning, and injury prevention**.
- **Use of subjective and objective data**, utilising systems such as OptaPro (Scout7), Wyscout, Hudl, TransferRoom, StatsBomb, SkillCorner and Scoutastic. Plus, an understanding of data visualisation tools including Tableau and Power BI.
- Production of documentation to support the decision making of the club including **dossiers, transfer reviews and market analysis**.
- **Experience working across all levels** especially working within tighter constraints.
- Good understanding of **recruitment regulations, market trends and fluctuations**.

## KEY SIGNINGS



**Amine Bassi**

- Signed for €250k
- Record breaking season.



**Ayase Ueda**

- Signed for €1M.
- Sold for €8M.
- Broke two teams transfer records.



**Yann Gboho**

- Signed for free.
- Sold for €2.5M.



**Kieffer Moore**

- Signed on a loan helping to kick start his career.



**Semi Ajayi**

- Signed for free.
- Sold for £2M.



**Jerry Yates**

- Developed pathway and gone on to become a key Championship striker.