



## PROFILE

Motivated and dedicated, I am fulfilling my football dream with nearly 10 years of experience at the highest level, supported by education in sports management, football analysis, and academy management, complemented by an engineering degree. Over the past three years, I have been a part of the Leadership Team at Rangers FC; I have been involved in building the club's strategy, identifying and evaluating potential targets, creating detailed reports, negotiating contracts, and overseeing daily scouting operations. My education and professional experience allow me to offer diverse perspectives. Currently, I am pursuing a Sports Director course and eagerly look forward to bringing my passion and forward-thinking mindset to a club that values high standards and a positive vision for the future.



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## LANGUAGES

- Polish (native)
- English (full professional proficiency)
- German (elementary)
- Russian (elementary)

# PIOTR KASPRZAK

## Chief Scout

### EXPERIENCE

#### Rangers Football Club

Oct 2020 - Dec 2023

#### European Scout

- Member of the Leadership Team
- Responsible for all aspects of scouting in Poland, Czech Republic, Slovakia, Croatia, Serbia, Slovenia, Ukraine, Russia, and the USA
- Cross-check scouting (live/video) across all markets
- Daily collaboration with the Sports Director and Chief European Scout in planning and managing daily operations of the European department
- Leading the Scouting Project in Central-Eastern Europe and the Balkans (directing scouts and setting priorities)
- Tactical analysis of opponents in the Europa League campaign (November 2021 - May 2022), including the Europa League final, collaborating with the Manager (Giovanni van Bronckhorst)
- Expanding Rangers' presence in relevant markets, fostering relationships with agents, and enhancing the club's positive image
- Participation in transfer negotiation processes
- Collaboration with the Data Analysis Department

#### Southampton Football Club

Jun 2015 - Oct 2020

#### Scout

- Responsible for all aspects of scouting in Poland, Czech Republic, Slovakia, Croatia, and Serbia
- Live/video observations
- Building an extensive network of contacts in relevant markets, developing and managing business relationships
- Advanced and in-depth understanding of the market and implementation of knowledge: e.g. successful transfer of Jan Bednarek (210 matches for Southampton, 56 for the Polish national team)

#### Norwich City Football Club

Sep 2014 - Mar 2015

#### Volunteer Scout

- Fully volunteer scouting role for Norwich City Football Club in Poland

## EXPERT SKILLS

- Talent identification
- Tactical analysis
- Squad planning
- Communication
- Negotiation
- Building long-term business relationships
- Sport Management

## REFERENCJE

- Craig Robertson

Rangers F.C.  
Scouting Manager  
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- Andreas Fehse

Nottingham Forest F.C.  
Lead European Scout  
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## EDUCATION

### Polish Football Association

Sporting Director  
Sep 2023 - ongoing

### Wyzsza Szkola Sportu

Sport Management  
Sep 2021 - Jul 2022

### Wyzsza Szkola Sportu

Football Analyst  
Sep 2017 - Jul 2018

### Wyzsza Szkola Sportu

Football Academy Manager  
Sep 2016 - Jul 2017

### Uniwersytet im. Adama Mickiewicza w Poznaniu

Spatial Management  
Sep 2012 - Mar 2016

## FOTO DOSSIER

