



# William Israelsen

RECRUITMENT / SCOUTING

## Employment History

### **Scouting, PSV Eindhoven (pro bono)**

January 2012 — January 2014

This was my first taste of writing scouting-reports that could matter, writing reports about young Norwegian players. This was all pro bono as I had no ounce of experience at the time. This was very good for learning although it was sporadic, non-organized and no players were signed. But a very good learning experience being mentored by Thomas Schaling.

### **Scouting, Columbus Crew (pro bono)**

AUGUST 2019 — AUGUST 2019

Worked on creating lists ahead of 2020 within Scandinavia.  
Lists for both Designated players and non-DP players.  
Project lead by Neil McGuinness, Director of Scouting & Player recruitment Columbus Crew

### **Recruitment analyst / Scout, Mjøndalen IF, Mjøndalen**

NOVEMBER 2019 — JANUARY 2021

I came in with another colleague, we started developing a strategy to use as much Data / Video possible to recruit players. This took time to grow on our superiors, but they soon realized that this was effective. At the same time, we grew the network of the club to become more international and stretch further in to markets we could be much more competitive.

### **Head of recruitment, Mjøndalen IF**

JANUARY 2021 — AUGUST 2021

My responsibilities were getting bigger, and I took on a leading role in running the recruitment of the club. I was more involved into the sales of our players and negotiations. We got the clubs record selling fee when brokering Sondre Johansen to Motherwell.

Prior to my period in Mjøndalen they had a transfer income of 50'000\$ for the last ten years. On the deals I was involved in for my period in Mjøndalen, both scouting and selling, we acquired 800'000£ which is an increase of 1600%. Left the club on my own terms in August.

### **Scout – Scandinavia, Sønderjysk Elitsport**

March 2022 — September 2022

Was put in contact with Joe Manns, former head of recruitment at SønderjyskE, through my network. Started working as a scout for Scandinavia, also scouting with the partnered clubs Spezia and Casa Pia in mind. We ended up signing one player before the club was sold to new owners in August and all recruitment staff were let go.

## Details

Drammen  
Norway  
+47 40761888  
[willijak@hotmail.com](mailto:willijak@hotmail.com)

DATE OF BIRTH  
06.02.96

## Soft skills

Curious  
Communicator  
Creative  
Decisive

## Hard skills

Statsbomb IQ  
Wyscout  
Tableau / Excel  
Microsoft suite

## Fluent languages

Norwegian  
English  
Danish  
Swedish

## **Head of scouting – Mjøndalen IF**

January 2023 — Current

I got hired back in Mjøndalen by then newly appointed sporting director Bjorn Petter Ingebretsen to work close with him and the head coach on recruitment, succession planning and selling of players. This time around the economy has been worse than ever before which made us go for relying heavily on cheap loans and making our squad younger in the succession-planning. So far, I've taken part in the sale of Kristian Lien to Groningen and the successful signings of loanees Rasmus Holten (Brann) and Mats Pedersen (Bodø/Glimt). Also attended the Transferrom event 2023 in London as the clubs sole representative.

## **Employment outside of Football**

### **Construction – RC Jakobsen**

January 2012 — January 2018

Handling customer relations and assisting on the floor of a construction-business.

### **Salesman – Biltema Tromsø**

June 2018 — November 2019

Worked on the floor of an Auto-parts brand as a salesman.

### **Health-care – Asker/Drammen/Tromsø**

March 2020— Now

Worked at special needs facilities for children on the autistic spectrum, and with adults suffering from Schizophrenia or Psychosis.

## **Education**

### **HS Diploma, Kvaloya VGS/Gymnasium, Tromsø**

AUGUST 2015 — AUGUST 2018

### **Bachelor in Business administration & Economy, University of Tromsø, Tromsø**

AUGUST 2019 — MAY 2020

I put the education on pause after getting more involved within football and recruitment.  
(2 years left)

## **References**

### **Andre Nevstad - Former Director Mjøndalen IF**

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### **Joe Manns – Former head of recruitment SønderjyskE**

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