

CV NIEK NIJBOER

Identification

Surname: Nijboer
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Education

2009 – 2010	Pre Master Marketing Vrije Universiteit Amsterdam	
2004 – 2006	Bachelor degree of Sports, Management and Business Amsterdam University of applied science	Graduated
2000 - 2004	Bachelor degree of Facility and event Management Bachelor degree of Business Administration Deventer University of applied science (Saxion IJsselland)	Graduated
1995 - 2000	High school Carmel College Salland, Raalte	Graduated

Certificates / Courses

2015	Masterclass Business Intelligence , Passionned Group	Certificate
2011 – 2012	UEFA B license , KNVB (DUTCH FA)	Graduated
2004 – 2005	UEFA C license , KNVB (DUTCH FA)	Graduated
2002	Youth Football Trainer (JVT) , KNVB (DUTCH FA)	Graduated
2000	English course , California Lutheran University, USA	Certificate

Work experience

Aug. 2022 – Present **AFC Ajax**
Head of video youth scouting

Responsible for the establishment of the video scouting department within the youth scouting department. Put together a team of more than 35 video scouts over the past 2 years. The recruitment of the video scouts was done through a self-created assessment.

The team of video scouts is responsible for all the video scouting activities across the youth scouting department and creates an overlap structure towards first-team scouting.

With the help of video scouting we are able to create a large filter at the front end of the scouting process.

Focusing on:

- Incoming tips from external sources

- Self-created sources through community scouting
- Follow up on target players
- Following specific league matches and tournaments

All good for a total of 250+ scouting reports per week.

Oct. 2020 – Present **AFC Ajax**
Professional international youth scout

International youth scout focusing on emerging talents (age 14-20 years old) within Europe (live and videoscouting) and outside Europe (video scouting).

Besides my scouting activities, I have

- Delivered scouting education programs to individuals and football organizations across the world for the Ajax Coaching Academy.
- Supported the youth scouting department with the optimization of internal scouting processes and the development of scouting forms, and scouting evaluation protocols.

Mar. 2022 – Present **KNAF – Dutch Autosport Federation**
Performance Manager KNAF Academy

Performance management for the Talent Academy of the Dutch Autosport Federation.
 Design, planning and management of the talent development and identification programs for the Formula, GT, Rally and Karting disciplines.

Jul. 2019 – Present **APEX Global Sport Group**
Managing Partner

APEX Global Sport Group has extensive experience and successful outcomes in the development and management support of sport organizations at all levels, high performance programs and sport development programs.

Projects with which we have designed, developed and supported cover the full range of sport system development including, but not limited to comprehensive, independent review and analysis, strategic planning and implementation, talent identification and development programs, athlete and coaching pathway development, sport data analysis, sport facility design and development, major games preparation.

Jan. 2017 – Jan. 2020 **Saudi Arabia Olympic Committee (SAOC)**
Head of Insight, Monitoring & Strategy
Member of Sport Performance Management team

Responsibilities:

- Setting up Insight & Monitoring department within the Sport Performance department.
- Developing of long-term strategic plans for Sport Performance Department
- Technical advising Sport federations on their Sport Performance programs.
- Implementing Elite Sport policies & strategies within SAOC and the Sport federations regarding the planning, management, funding and investments of Elite -and talent development programmes.
- Managing the Insight & Monitoring department.
- Connecting all relevant departments within SAOC and the Saudi Arabian Sport Federations when it comes to data providing.
- Providing highly class information for decision making processes.
- Setting up analysis tools to track and forecast the performance of Saudi athletes.
- Setting up a KPI / review system to track the performance and development of the Sport Federations.
- Designing an athlete system to be able to track the athletes on their physical and sport specific performances and to monitor their medical, nutrition, psychological status.
- Coordinating and management of all SS&SM and other services needs regarding to data collection and data needs.

Achievements:

- Designed High Performance Sport pathway guidelines for athlete monitoring and management.
- Developed selection criteria for participation on multi-sport events.
- Implementation of selection criteria for the Asian Games 2018. First time ever in the history of Saudi Arabia that the delegation was based on performance.
- Delivered a successful Asian Games 2018 mission, highest conversion rate of top 8 finishes in Saudi Arabian history.
- Developed overall sport strategy for the development of the high performance programs, including development of national federations and the infrastructure for national training centers, including the Saudi Olympic Training Centre in Riyadh.

May 2006 – May 2019

**Nijboer Sport / Football Consultancy
Technical Advisor (Sport) Football clubs and Athletes**

- Freelance football scout (e.g. SAFF, Vitesse, FC Twente, ROHDA Raalte, online football forums)
- Consulting sport / football clubs, (inter)national federations and athletes on various topics; Talent development, training education, strategic plans, data analytics, sport technology, data management, business plan, grassroots programs for football academies and talent management.
- Coaching and advising young athletes

Jan. 2013 – Dec. 2016

**Dutch Olympic Committee * Dutch Sports Federation (NOC*NSF)
Project Manager Sport Intelligence & Sport Strategy**

Responsibilities:

- Managing the Sport Intelligence unit within the Elite Sports department.
- Quantitative and qualitative analysis and monitoring of the Dutch elite sports
- Review elite sport and talent development programmes
- Developing investment strategies
- Data management concerning data within the Elite Sports department
- Developing systems and instruments to analyze and forecast Athletes and elite sports programmes
- Generating reports for decision-making processes (Funding decision, policy decisions)
- Benchmark worldwide elite sports programmes
- Performance Analyses of elite sport in the Netherlands

Achievements:

- Developed a database for registration of all Dutch athletes and talents.
- Developed elite sports analyzing system (Qlikview within an application)
- Designed a strategic Business Intelligence plan for monitoring the Dutch Elite sports.
- Developed tools and reports to monitor the development of athletes and the predicting of the potential of talents.

Oct. 2010 – Dec. 2016

**Dutch Olympic Committee * Dutch Sports Federation (NOC*NSF)
High Performance Manager**

Responsibilities:

- Adviser of Elite sport programs and talent development (Autosport, Archery, Climbing, Curling, Life Saving, Mixed martial Arts, Shooting)

Achievements:

- Successful contribution to the development of elite sports programs, coaches, athletes and talents.

May 2010 – Dec. 2013

**BVO Vitesse Arnhem
Trainer / Coach**

Responsibilities:

- Assistant trainer / coach U19
- Individual coach talent program
- Scouting activities for the Vitesse football school

Achievements:

- Champion 1st Division U19 2011 / 2012

May 2012 – Jan. 2013**Vv Bennekom
Trainer / Coach****Responsibilities:**

- Head coach U19

Dec. 2009 – Dec. 2012**Dutch Olympic Committee * Dutch Sports Federation (NOC*NSF)
Program Manager Strategic Elite Sport;****Responsibilities:**

- Organizing and developing Master Coach in Sports program for all Elite and Talent Coaches.
- Developing / creating policies for long term High-Performance management Dutch elite sport
- Research in Talent development
- Financial control of all elite sport programs
- Performance Analyses and programme review of Dutch high performance programmes
- Developing and creating the new Dutch Elite Sport strategy business plan 2013-2016

Oct. 2009 – Dec. 2009**Dutch Olympic Committee * Dutch Sports Federation (NOC*NSF)
Program Coordinator Strategic Elite Sport****Responsibilities:**

- Financial control of all elite sport programs
- Analyzing finance structure elite sport programs
- Dividing the financial goods to the elite sport programs
- Supporting the High-Performance Team Elite Sport

Jun. 2009 – May 2010**ROHDA Raalte
Trainer / Coach****Responsibilities:**

- Head coach U17

Achievements:

- Promotion to 2nd division

Oct. 2008 – May 2009**SV Helios
Trainer / Coach****Responsibilities:**

Head coach U17

Jan 2008 – Aug 2008**UEFA, Commercial Department
Assistant Manager Marketing Operations
Marketing coordinator Switzerland EURO 2008****Responsibilities:**

- Delivery of some of the contractual rights of the 17 partners of UEFA EURO 2008. Organizing, coordinating, implementing and evaluating various commercial projects.
- Coordination of all logistics, travelling and accommodations during UEFA EURO 2008.
- Leading volunteers on various venue and headquarter projects.
- In charge of the ticketing and parking projects
- In charge of the stadium tours and the tour guides in Switzerland and Austria
- Working closely with the Marketing Services Managers at UEFA and the ticketing, event and hospitality managers of EURO 2008 SA.

Aug 2006 – Aug 2007

**Foundations EURO 2007 (KNVB / Dutch FA)
UEFA Under 21 Championship 2007
Assistant Manager Side Events**

Responsibilities:

- In charge of the organization and coordination of all Fan Festivals and Football side events in the city centers of the Host cities.
- Coordinating and controlling all side events hosted by the Host cities and provinces.
- Working closely with the UEFA Sponsorship and Event Promotion Managers on the commercial issues and opportunities for all the side events, Fan Festivals and the city dressing.
- In charge of the coordination of the entire city dressing in the Netherlands.
- Managing budgets for the entire event promotion campaigns.
- Leading and coaching a big group of volunteers in the four Host Cities.

Nov 2005 – Jul 2006

**Royal Dutch Gymnastic union (KNGU)
Internship (graduated project)**

Responsibilities:

- Market research on possibilities for a new education for Gymnastic teachers within the Netherlands.

Jul 2005 – Aug 2005

Eurotech Soccer Ltd. Virginia

Trainer / Coach

Responsibilities:

- Coaching various football teams on summer camps.
- Organizing football camps

Jan 2005 – Jul 2005

**Foundations NeXXT 2005 (KNVB / Dutch FA)
FIFA Under-20 World Cup Netherlands 2005
Local Manager Special Events, venue Emmen**

Responsibilities:

- In charge of the organization and coordination of all special events and the site events at venue Emmen (Flag barriers, Welcome VIP / Hospitality, Ceremonies, live performances, commercial displays).
- Coordinating and controlling all side events hosted by the Host cities and provinces.
- Working closely with the FIFA Marketing team on the commercial issues and opportunities in and around the stadium and on the ceremonies.
- In charge of the coordination of the stadium dressing at venue Emmen.
- Managing budgets for the entire event promotion campaigns.
- Leading and coaching a big group of volunteers.

June 2000 – May 2007

Trainer / Coach ROHDA Raalte

Responsibilities:

- Head coach U13, U15, U14, U16
- Internal scout ROHDA Raalte
- Member Youth Development Commission

Achievements:

- Promotion to 4th Division U16 2005 / 2006
- 2004 Rinus Michels Award for best youth development academy.
- Champion Hoofdklasse U13 2004/2005

Languages

- Dutch: Level: Native
- English: Level: Fluently
- German: Level: Advanced
- Spanish: Level: Upper Intermediate