



Jonathan Kaye

BSc / MSc

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SUMMARY

Recruitment analyst / scout, a masters graduate who exudes confidence, ambition, and self-motivation. With my prior involvement in assessing talents like Livramento, Lavia, Broja, Meghoma, and Amo I am eager to lend my expertise in supporting recruitment decisions at the highest level.

CERTIFICATIONS

- The FA Level 3 in Talent Identification (2023)
- The FA, Level 1 Award in Coaching Football (May 2013)
- Various Open University Courses ([link to certificates](#))
- AdiStars Young Ambassador (2010–2013)

SKILL HIGHLIGHTS

Analysis Software: **Sportscode, Studio, Coach Paint, Final Cut Pro.**

Scouting Software: **ISF, Scoutastic, Libero.**

Footage: **Wyscout, HUML, DVMS.**

Data Software: **Tableau (Certified), StatsbombIQ.**

EXPERIENCE

Positional (Recruitment) Analyst | Nov 2024 - Present

Arsenal Football Club

- Scouting players both live and on video across domestic and international markets, building targeted shortlists for the Senior and Emerging Talent squads and internal players. I enjoy the due diligence process, producing detailed reports and video analysis that fit within Arsenal's positional frameworks. I back my player recommendations with confidence, always open to feedback that makes us stronger as a team.
- I work with the data team, emerging talent, and other analysts to share insights and align our understanding of processes.
- Connect regularly with domestic and international scouts, gaining fresh perspectives that deepen my evaluations with context.
- I take pride in supporting others assisting analysts and interns, sharing my experience, assessing each others work, and encouraging continuous learning. I've introduced new ideas to improve how we work, from using video more effectively in meetings to suggesting projects and office improvements as well as long term projects.
- Managed video databases, meeting tight deadlines without sacrificing quality. I adapt quickly to changes.

Recruitment Analyst

Head of Emerging Talent Recruitment | May 2021 - Nov 2024

Southampton Football Club

- Lead analyst supporting player recruitment strategy across First Team and Academy, as well as contributing to multi-club scouting activity within the Sport Republic group.
- Deliver detailed player dossiers, reports and recruitment videos by integrating video analysis, data insights, and cross-departmental input, supporting key decision-making on domestic and international targets.
- Manage the full lifecycle of player tracking: from early identification and live/video assessments, to escalation and final recommendation — ensuring clear communication and consistent reporting across stakeholders.
- Head of department for a team of video scouts and placement analysts. Responsible for onboarding, development planning, and performance management, with a strong emphasis on mentorship, standards, and alignment with our recruitment philosophy.
- Design and deliver regular CPD events for all national and academy scouts to embed our game model, positional profiles, and evolving best practices across the wider network.
- Lead on the implementation and evolution of Scoutastic, working closely with developers to shape functionality and reporting. Spearheaded the refinement of internal grading systems, adapting them to reflect positional demands, game model nuances, and talent benchmarking across age groups.
- Trusted contributor to department-wide planning, including budgeting discussions with Heads of Recruitment, and actively support Women's Team recruitment on a voluntary basis to help drive alignment across the club.

First Team Analyst | Aug 2019 To May 2021

Cambridge United - [Promoted from League Two](#)

- Delivered match and training analysis directly to players and coaches, tailoring insights to maximise clarity, impact, and in-game application.
- Built strong relationships with the players in solo individual sessions, adapting presentation formats to suit individual learning styles and tactical needs.
- Produced recruitment reports using statistical profiling and video to assess player suitability and support transfer decisions.
- Line managed Academy analysts and voluntary opposition scouts, overseeing daily workflow, quality control, and development.

First Team Analyst | (Sep 2017 Intern) Jan 2018 To Aug 2019

Milton Keynes Dons Football Club - [Promoted from League Two](#)

- Provided day-to-day analysis support to the first team, delivering opposition briefings and post-match insights to inform training focus and match preparation.
- Highlighted key tactical trends — such as recurring threats from counter-attacks — and translated them into clear, actionable priorities for players and coaches.
- Line managed an assistant analyst and oversaw a team of six volunteers, ensuring consistent output and developing internal capability across first team and academy analysis.

Academy Analysis Intern | Sep 2016 To Sep 2017

Sheffield United

- Worked with the U16s/U18s to create pre and post match analysis presentations and film matches.

EDUCATION

Master of Science: Sport and Exercise Science | 2016 - 2017

Sheffield Hallam University.

Project: 'Effect of venue on defensive performance in Champions League group stage matches'
Post Graduate Mentor | 2020 - Present

Bachelor of Science: Sport and Exercise Science | 2013 - 2016

Sheffield Hallam University

A Levels and BTEC | 2011 - 2013

Shenley Brook End School

GCSEs | - 2011

St Paul Catholic School