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**TOM RANDLE**

FOOTBALL OPERATIONS LEADER

## ABOUT

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.

## LANGUAGES

English  
German

## FURTHER EDUCATION

Advanced Certificate in Sporting Directorship

Sport Directorship Masters Degree (MSD) – ending 2026

## CONTACT DETAILS

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+44 (0) 7540 326 746

Based in the UK open to relocation.

## EXPERIENCE

### DIRECTOR OF IDENTIFICATION AND RECRUITMENT

#### HOUSTON DYNAMO FOOTBALL CLUB • NOVEMBER 2022 – APRIL 2024

To develop and construct a new recruitment and talent identification department, this includes implementation of new processes, recruiting new members of staff globally, incorporating additional data, adding new technical systems and building a new database of players, and connections globally. The other main objective, working closely with the General Manager, is to lead on the construction of the first team and the MLS Next Pro roster through a systematic process including attendance of live matches globally, video and data identification, background work and player negotiation. My other main responsibilities are to help develop player pathway systems, to develop opportunities for our staff, assist with methodology and budget control.

### HEAD SCOUT

#### CERCLE BRUGGE KSV (PART OF AS MONACO) • OCTOBER 2021 – OCTOBER 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. On a daily basis, I worked closely with the 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 is 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, personal global live and video scouting, relevant data, background work and player negotiation, in order to identify, assess and recommend the best player solutions globally. The other main objective was to implement player pathways for the young players at both Cercle Brugge and AS Monaco.

### FREELANCE CONSULTANT

#### APRIL 2020 – SEPTEMBER 2021

Providing consultancy work for various international agencies and football clubs.

### HEAD OF SCOUTING

#### NORWICH CITY FOOTBALL CLUB • DECEMBER 2018 – MARCH 2020

This role was focused on developing and implementing new processes in order to streamline the existing scouting department and make it more effective, with the intention of improving the first team and development squads through effective global recruitment. In the role, I was responsible for a team of full and part-time 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.

### CHIEF SCOUT

#### ROTHERHAM UNITED FOOTBALL CLUB • FEBRUARY 2017 – NOVEMBER 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.

### SENIOR SCOUT

#### CRYSTAL PALACE FOOTBALL CLUB • JULY 2013 – JANUARY 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 knowledge.

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## KEY STRENGTHS

- Experience in 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 members of staff globally including recommendations for first team staff based on philosophy and playing style.
- Creating and developing 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.
- Experience in 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.

## ACHIEVEMENTS CONTRIBUTED TO

- **2023 MLS Open Cup Winners** | Houston Dynamo FC
- **2023 First Qualification to the MLS Playoffs since 2017** | Houston Dynamo FC
- **2023 Qualification to the Concacaf Champions Cup** | Houston Dynamo FC
- **2022/23 Qualification to the European Playoffs** | Cercle Brugge KSV
- **2021/22 Highest finishing position as a club in 10 years** | Cercle Brugge KSV
- **2018/19 Promotion to the Premier League as Champions** | Norwich City FC
- **2017/18 Promotion to the Championship** | Rotherham United FC
- **2015/16 FA Cup Finalists** | Crystal Palace FC
- **2013 – 2017 Maintained Premier League status** | Crystal Palace FC
- **ONGOING Creation of a personal database of over 20,000 players** | Personal
- **EXAMPLES OF PLAYER SUCCESSES:**



**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.