

OLIVER WALDRON

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19 March 1988. Full & Clean Driving Licence.

A proficient Head of Scouting for Spezia Calcio with extensive experience in various roles within professional football, including F.C. Girondins de Bordeaux and as an assistant to the Head of Player Recruitment at Leicester City F.C., working as Head of Technical Scouting and Senior Scouting Coordinator.

Over the past 15 years, I have gained experience managing and leading departments and have been responsible for developing recruitment structures and strategic processes. I have worked on different projects with varying resources across the English Premier League, Championship, League One, and League Two, as well as Ligue 1 in France and Serie A and Serie B in Italy.

I have worked closely with Directors of Football/Sporting Directors, Managers/Head Coaches and Ownership Groups.

Education

BSc (Honours) Sports Psychology & Coaching Sciences Studies (2:1) Bournemouth University

2007 - 2011

Core modules: Managing Sports Performance, Psychology of Human Performance and Nutrition, Performance Analysis and Exercise Physiology.

Work Experience

Spezia Calcio – Head of Scouting

Nov 2022 – Current



Employed as Head of Scouting after an initial period of consulting for the club, I moved permanently to Italy in October 2023.

Main responsibilities included:

- Management and coordination of the recruitment department. Managing a department of 4 (full-time).
- Preparation of reports for Boardroom meetings relating to the Sporting Department.
- Decision-making on prospective signings working in collaboration with the Chief Football Officer, Sporting Director and Head Coach.
- Management and development of recruitment processes (live scouting, video scouting and statistical).
- Management and of scouting database.
- Attending live matches (Domestic/European travel).
- Networking between football agencies regarding prospective signings, outgoings and opportunities.
- Department budgeting.

Norwich City F.C - Senior Scout

Oct 2021 – Oct 2022



Employed as a senior scout assisting within the decision-making process by identifying, assessing, and recommending potential players for the first team and under 23s. Observing and reporting on players across my designated countries (England, France, Russia and Turkey).

Main responsibilities include:

- Attending live matches to build knowledge across my designated countries (Domestic and European travel).
- Supporting the recruitment process through video scouting tasks.
- Networking between football agencies regarding prospective signings within my designated countries.
- Providing due diligence and character references on potential targets.

F.C Girondins De Bordeaux – Head of Scouting (Directeur Scouting et Recrutement)

Jan 2019 – Dec 2020



Employed as head of scouting reporting to the sporting director and board of directors leading in the recruitment of players for the senior and B team.

Main responsibilities included:

- Development of recruitment structures and short and long-term strategic processes, including: profiling, squad evolution and needs analysis.
- Management and coordination of the recruitment department. Managing a department of 10 (full-time).
- Preparation of reports for Boardroom meetings relating to the Sporting Department.
- Decision-making on prospective signings working in collaboration with the Sporting Director and Head Coach.
- Management and development of recruitment processes (live scouting, video scouting and statistical).
- Management and creation of scouting database. Liaising with a third-party software company to create a bespoke database for the first team and academy.

- Attending live matches (Domestic/European/Global travel).
- Networking between football agencies regarding prospective signings, outgoing and opportunities.
- Department budgeting and CapEx procedures.

Leicester City F.C – Head of Technical Scouting and Scouting Coordinator

Mar 2015 – Jan 2019



Employed as Head of Technical Scouting and Senior Scouting Coordinator. Moved to Head of Technical Scouting in November 2015. Moved to Head of Technical Scouting and Scouting Coordinator in January 2017 as the assistant to the Head of Player Recruitment.

Main responsibilities included:

- Development of recruitment structures and short and long-term strategic processes, including: profiling, squad evolution and needs analysis.
- Assisting in the management and coordination of the recruitment department, consisting of 15 members (full/part-time).
- Management and development of recruitment processes (live scouting, video scouting and statistical).
- Attending live matches (Domestic/European/Global travel).
- Decision-making on prospective signings, working in collaboration with the Head of Player Recruitment and Manager.
- Networking between football agencies regarding prospective signings, outgoing and opportunities.
- Department budgeting and CapEx procedures.

The Qatar Stars League – Performance, Recruitment & GPS Analyst

Sep 2014 – Mar 2015



Based at Aspire Academy (Doha) and consulting for Al Khor Sports Club, I was responsible for opposition scouting, post-match analysis, recruitment analysis and GPS training analysis protocols.

Birmingham City F.C – Head of Performance & Recruitment Analysis

Aug 2013 – Sep 2014



Employed as a performance and technical scouting analyst with Birmingham City FC. I was responsible for all opposition, live-match, post-match and recruitment analysis protocols. Managing a department of 5 (full/part-time staff).

Leicester City F.C – Head of Academy Performance & Recruitment Analysis

Aug 2012 – Aug 2013



Employed as a performance and recruitment analyst with Leicester City FC during the academy's audit year successfully achieving EPPP Category 1 status. I was responsible for providing performance/recruitment analysis support with all age groups within the academy (U9-18) and the reserve team (U21). Managing a department of 8 (full/part-time staff).

A.F.C Bournemouth – First Team Performance Analyst

Aug 2010 – July 2011



Internship role during my final year at Bournemouth University. I was responsible for delivering pre-match scouting presentations on opponents. Post match coding of competitive matches. Creation of post-match statistical reports.

Huddersfield Town A.F.C – First Team Performance Analyst

Jul 2009 – May 2010



Full time internship with Huddersfield Town, as part of a third-year university placement. I was responsible for delivering pre-match scouting presentations on opponents. Post match analysis presentations. Longitudinal databases profiling player's positional, match and seasonal performance. I also shadowed performance director, Steve Black, across strength and conditioning & sports psychology, working with the first and reserve teams.

Skills and Qualifications:

- **Computer Literacy:** PC and Apple Mac. Advanced knowledge using Excel, Word, PowerPoint, Numbers & Keynote.
- **Performance Analysis & Recruitment Software:** Hudl Sportscode, Opta Pro Vision, Opta Query Tool, Scout 7 ISF, InStat Scout, Wyscout, Hudl, Driblab, SciSports, Scouting System Pro, Scoutastic, Statsbomb, Noisefeed, and Tableau.
- **Video Editing Software:** Tactic Pro, Coach Paint, iMovie and Windows Movie Maker.
- PFSA Talent ID Level 1 & 2

References available on request