



PIOTR KASPRZAK

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I am a highly accomplished and proactive football scouting professional with a wealth of experience, gained at elite sporting organisations in the United Kingdom. I have established a proven track record of success in talent identification.

I was a key member of the Leadership Group at Rangers FC, one of the biggest clubs in European football. I performed a lead role in establishing a modern, analytical talent identification and player recruitment strategy within the club and I take great pride in my elevation to this position, having begun my journey as a volunteer scout with Norwich City FC.

Throughout my career, I have demonstrated my ability to establish effective recruitment strategies, led scouting operations across multiple markets, and identified players who enhance team performance and generate future transfer revenue.

EDUCATION & PROFESSIONAL QUALIFICATIONS



○ Polish Football Association	Sporting Director	Pending Completion
○ Wyższa Szkoła Sportu	Sport Management	Sep 2021 – Jul 2022
○ Wyższa Szkoła Sportu	Football Analyst	Sep 2017 – Oct 2018
○ Wyższa Szkoła Sportu	Football Academy Manager	Sep 2016 – Oct 2017
○ Uniwersytet im. Adama Mickiewicza w Poznaniu	Spatial Management (Engineering Degree)	Sep 2012 – Mar 2016
○ Cambridge English: Advanced (C1 Advanced)	○ Just AI Solutions Certificate: AI for Sporting Directors	

PROFESSIONAL EXPERIENCE



Rangers FC

Leadership Group Member & European Scout

Oct 2020 – Dec 2023

- Key member of the club's Leadership Group; performed a lead role in the establishment, shaping, and implementation of Rangers FC's scouting and recruitment strategy
- Oversaw and led the club's scouting operations in diverse international markets, including Poland, Czechia, Slovakia, Serbia, Slovenia, Ukraine, Russia, and the United States
- Performed a pivotal role in the expansion of the club's presence in key markets
- Led the club's scouting project in Central and Eastern Europe and the Balkans
- Oversaw and led a dedicated team of scouts, providing strategic direction regarding priority signing targets
- Forged professional relationships with player representatives to ensure the club was able to attract elite talent
- Conducted transfer negotiations
- Composed a comprehensive player recruit list, which included player rankings for each position, before shortlisting final target players
- Used observations from live matches and video assessments of potential player recruits to ensure accuracy in talent identification processes
- Collaborated with the Lead European Scout to plan and execute European Department operations
- Compiled comprehensive, informative reports on potential player recruits and presented these to the club
- Responsible for opposition scouting of forthcoming opponents in UEFA club competition matches
- Collaborated effectively with the Data Recruitment Department

Key Player Recruit

Abdallah Sima: Loan signing from Brighton & Hove Albion FC for the 2023/24 campaign. I played a major role in Sima's signing, which was the result of long-term scouting: I knew of Sima when he played in Czechia with FC Silon Táborsko and SK Slavia Prague. When the opportunity came to bring in a player for whom Brighton & Hove Albion FC paid £7 million, Rangers FC were ready to complete the deal. Sima scored 16 goals in 39 appearances for Rangers FC and made a significant impact in important games



Mentorship Success

- Paweł Szczudło:** Progressed from a scouting role at Rangers FC to Head of Academy Scouting at Raków Częstochowa
- Neil Riley:** Mentored Neil at Rangers FC and contributed to his development in his scouting career, which enabled him to progress to a more prominent scouting position with Southampton FC

Opposition Scouting

- Had the trust of the club's management team to conduct opposition scouting during the 2021/22 UEFA Europa League campaign. Prepared and presented key information to the Manager regarding forthcoming opponents as Rangers FC progressed to the final of the competition, which was one of the most important games in the club's recent history

Key Achievements

- ✓ 2021/22 UEFA Europa League finalists, losing to Eintracht Frankfurt on penalties
- ✓ 2021/22 Scottish Cup winners
- ✓ 2020/21 SPFL Premiership champions

PROFESSIONAL EXPERIENCE CONTINUED



Southampton FC

Scout

Jun 2015 – Oct 2020

- Oversaw and led all aspects of scouting and talent identification for the club for the first team and Academy in Poland, Czechia, Slovakia, Croatia, and Serbia
- Responsible for the identification and initiation of scouting operations in emerging markets to ensure the club was able to identify untapped and up-and-coming talent in cost-effective markets
- Compiled in-depth player reports to enhance player recruitment processes and presented these to the club to ensure they were kept informed of emerging talent
- Evaluated potential player recruits and analysed emerging trends in player performance to inform recruitment decisions
- Responsible for the screening of players; conducted live match and video analysis
- Utilised my extensive contact network and forged professional relationships with player representatives

Key Player Recruit

Jan Bednarek: A player who perfectly illustrated the player recruitment strategy at Southampton FC: sourcing untapped talent with the potential and character to thrive in an elite league and develop into a top player. Bednarek was signed by Southampton FC for £5 million from Lech Poznań in 2017 and progressed to make over 200 appearances for the club. He was also elevated to the Poland national team, which he has now represented on over 50 occasions



Norwich City FC

Scout

Sep 2014 – May 2015

- Initially volunteered for a scouting role at Norwich City FC to gain experience within this field
- Contributed to live match and video scouting
- Created a scouting reporting template which was used to communicate with the Director of Football Recruitment

MEDIA LINKS

- [Goal.pl Article](#)
- [TVP Sport Article](#)
- [Przegląd Sportowy Article](#)
- [The Athletic](#)

KEY SKILLS & COMPETENCIES

- Talent Identification and Player Assessment
- Data Analysis and Interpretation
- Market Research and Trend Analysis
- Sports Management and Football Analysis Expertise
- Strategy Development
- Negotiation and Contract Management
- Relationship Building and Networking
- Squad Planning

TESTIMONIALS

"Piotr Kasprzak is a superb operator who always works with strong diligence and the utmost professionalism in all his market interactions. He has a very strong understanding of his role in scouting, while also continually looking to develop himself in his role — always seeking to enhance his skill set and follow developments and trends in the game. Aside from his excellent abilities as a scout, Piotr is also a fantastic person, whom everyone enjoys working with due to his professionalism and approach to working as part of a cohesive team. He is an ambitious person, and I have no doubt that he will continue to grow within the industry." - **Ross Wilson: Sporting Director, Nottingham Forest FC and Former Sporting Director, Rangers FC**

"I have worked with Piotr for over eight years at two clubs. He is excellent at his job, his work ethic is second to none and his knowledge of the European and MLS leagues is top. He knows the standard of players required, he is always eager to learn and to improve even more. He is a guy of exemplary character, I would not hesitate to employ him." - **Craig Robertson: Former Scouting Manager, Rangers FC & Southampton FC**

"We first met during Piotr's scouting training on LinkedIn, when I was a volunteer. Piotr recommended me to Rangers FC in 2022 where I worked for one year. Piotr is a great leader, educator, and communicator who creates an environment of honesty and transparency. He showed me the value of confidentiality, consistency, and context in daily scouting work. Having started a Head of Academy Scouting Role in Raków Częstochowa, I owe this success in a great deal to Piotr's mentorship." - **Paweł Szczudło: Head of Academy Scouting, Raków Częstochowa**

References: Further references are available upon request