Data Analyst - Recruitment

Department	Recruitment & Player Identification
Reports To	Head of Recruitment
Contract	Full-Time, Permanent
Location	MEMS Priestfield Stadium, Gillingham (Hybrid Considered)
Closing Date	29th March 2026

About the Club

We are an ambitious EFL League Two club with a clear strategic vision: to build a sustainable, data-informed pathway from recruitment through to first-team performance. We are looking to appoint a Data Analyst within recruitment — a role that will sit at the intersection of football intelligence, technology, and competitive analysis.

This is a unique opportunity to shape how we identify and evaluate talent across the EFL, the non-league pyramid, and international markets.

Role Overview

The Data Analyst (Recruitment) will be responsible for building and maintaining the club's analytical infrastructure for player identification and scouting. You will design and manage data pipelines, work directly with our scouting team to surface actionable intelligence, and help embed a data-first culture across the recruitment department.

You will work closely with the Head of Recruitment, Lead Scout, and First Team Management to ensure all player identification activity is underpinned by robust, timely, and relevant data.

Key Responsibilities

Data & Analytics Infrastructure

- Design, build, and maintain automated data pipelines that aggregate and clean data from multiple recruitment platforms and APIs.
- Develop and manage a centralized player database that integrates data from StatsBomb, Wyscout, SkillCorner, Impect, and other relevant aggregators.
- Build and maintain API connections to third-party data providers, including automating data ingestion on a scheduled basis.

- Ensure data integrity across all systems; implement QA processes and alerting for pipeline failures or data anomalies.

Player Identification & Scouting Support

- Produce weekly and on-demand shortlists using statistical modelling and custom filters aligned to the club's positional profiles and tactical requirements.
- Build and maintain player dashboards and comparison tools to support the scouting team's live work.
- Develop xG-adjusted, possession-adjusted, and context-aware performance metrics suited to EFL League One/Two and target recruitment markets.
- Assist in due diligence for transfer targets — presenting data-led profiles that sit alongside qualitative scouting reports.

Reporting & Communication

- Present findings clearly and concisely to non-technical stakeholders, including the Head of Recruitment and First Team Management.
- Maintain and continuously improve an internal recruitment dashboard for the department's use.

Essential Requirements

Technical Skills

- Proficiency in Python (pandas, NumPy, scikit-learn) and/or R for data analysis and statistical modelling.
- Experience working with REST APIs — including authentication, pagination, rate limiting, and scheduled ingestion.
- Competence with SQL for querying and managing relational databases (PostgreSQL, MySQL, or equivalent).
- Hands-on experience with at least two of the following recruitment aggregator platforms: StatsBomb, Wyscout, SkillCorner, Impect, or equivalent.
- Data visualization skills using Tableau, Power BI, or Python libraries such as Matplotlib, Seaborn, or Plotly.
- Ability to build automated reporting workflows and dashboards accessible to non-technical users.

Football Knowledge

- Strong understanding of football tactics, positional roles, and how statistical metrics relate to on-pitch performance.
- Working knowledge of the EFL pyramid, non-league football, and key European recruitment markets relevant to League Two clubs.
- Familiarity with standard football data metrics: xG, xA, progressive passes/carries, PPDA, pressures, duels, and positional data concepts.

Soft Skills & Working Practices

- Ability to manage multiple competing priorities in a fast-paced football environment.
- Clear and confident communicator — equally comfortable presenting to the board or writing a technical spec for a developer.
- High attention to detail with a structured approach to documentation and version control (Git experience preferred).
- Discretion and professionalism when handling sensitive transfer and contract information.
- Experience working within a professional football club, sports agency, or football data company.
- Familiarity with tracking data formats (TRACAB, STATSports, Catapult) and event data providers such as StatsBomb Open Data or Opta.
- Experience with cloud platforms (AWS, GCP, or Azure) for hosting databases or scheduled jobs.
- Knowledge of web scraping methodologies (BeautifulSoup, Selenium, Scrapy) for supplementary data collection.
- Degree in Computer Science, Mathematics, Statistics, Sports Science, or a related quantitative discipline — or equivalent demonstrable experience.

What We Offer

- A genuinely impactful role within a forward-thinking football club, with the opportunity to build systems from the ground up.
- Direct access to senior football operations staff and a voice in shaping the club's recruitment strategy.
- Competitive salary in line with EFL League Two market rates, dependent on experience.
- Club matchday tickets and access to club facilities such as a gym.
- Opportunities for CPD, including attendance at football analytics conferences.

How to Apply

To apply, please submit a CV and a covering letter (no more than two pages) outlining your relevant experience and why you are interested in this role. Candidates are encouraged to include links to any relevant projects or public portfolio work.

Applications should be sent to: jcomper@gillinghamfc.com

The club is an equal opportunities employer and welcomes applications from all suitably qualified candidates regardless of age, disability, gender, race, religion, or sexual orientation.