



Blackburn Rovers Football & Athletic Ltd

Job Description

Job title:	Academy Talent Scout
Department:	Academy Recruitment
Based at:	UK. Flexibility regarding location is required.
Reports to:	Assistant Head of Academy Recruitment & Head of Academy Recruitment
Hours of work:	Casual – as and when required
Contractual status:	Fixed Term
Job purpose:	To undertake general scouting duties on behalf of the Academy Recruitment Department.
1. Duties and responsibilities:	<ul style="list-style-type: none">• To be committed to ensuring the safeguarding and welfare of all elite players, promoting their well-being whilst maintaining professional boundaries;• To assist in populating the Academy's Pre-Academy with potential players as well as the Advanced Training Centre;• To complete match and/or player reports and any other necessary information in relation to games covered via the Academy's system;• To comply with the Scout's code of conduct, ensuring compliance with the FA and EPPP rules and regulations;• To formally introduce targeted players to Blackburn Rovers Football Club in line with the Academy Code of Conduct for Scouts;• Ensure all relevant reporting documentation is completed correctly and on time before reaching the Assistant Head of Academy Recruitment / Head of Academy Recruitment;• Develop and maintain key relationships within grassroots clubs, private coaching organisations, schools, districts, county and international associations;• Help to develop and maintain the local, regional and national scouting network;• To watch and report on Academy and grassroots games, school games, private coaching organisations, and international games as and when required;• Contribute to the identification of potential talent in accordance with the Academy football philosophy;• Recommend friendly fixtures for the Pre-Academy, Foundation Phase and Youth Development Phase age groups;• To populate trialist fixtures when required;• To attend Academy Recruitment and Talent Identification meetings, training and/or workshops as and when required;• To liaise with the Senior Scouts, Assistant Head of Academy Recruitment / Head of Academy Recruitment and discuss findings as necessary; and• To carry out any such other duties as the Assistant Head of Academy Recruitment / Head of Academy Recruitment may reasonably properly assign or delegate in connection with the business of the Club from time to time.





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2. Skills required:	<ul style="list-style-type: none">• To hold a detailed comprehensive network of contacts both within the Academy system and at grassroots level;• I.T. Literate; and• Good communication skills.
3. Knowledge required:	<ul style="list-style-type: none">• To hold an in-depth knowledge of football activities within your designated area including academies and grassroots;• Knowledge of safeguarding procedures and protocols; and• To update knowledge of and be familiar with the standard of signed players at the Academy at regular intervals.
4. Qualifications required:	<ul style="list-style-type: none">• FA Talent Identification Certificate; and• FA Safeguarding Children Workshop.
DBS Check Required:	Yes (enhanced)

The document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation.

How to Apply

Due to high levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **12 noon on Friday 6th February 2026**.

To apply, please submit your application through the EFL I-Recruit platform [HERE](#)

CV's will not be accepted.

Equality and Diversity

Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Safer Recruitment

Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.

