

First Team Performance & Recruitment Analyst

Swindon Town F.C. is seeking an ambitious, detail-oriented, and highly motivated First Team Performance & Recruitment Analyst to join the club's Football Department. Working within the Analysis Department, the successful candidate will lead the post-match analysis process for the First Team while also supporting recruitment and player identification projects. Using video, tactical insight, and data analysis, you will play a key role in enhancing player and team performance, supporting coaching staff decision-making, and contributing to the club's long-term football strategy.

This is an exciting opportunity for an innovative analyst who thrives in a fast-paced professional football environment and is passionate about using analysis to maximise competitive performance.

Key Responsibilities

First Team Performance Analysis

- Lead the post-match analysis process following all First Team fixtures.
- Produce detailed post-match reports, team review presentations, and video feedback for players and coaching staff.
- Conduct thorough tactical and technical analysis, identifying trends in team structure, playing style, and overall performance.
- Deliver clear and actionable insights through video, data, and visual presentations.
- Support matchday operations by providing live analysis during home and away fixtures in high-pressure environments.
- Assist the pre-match process through video annotation and preparation of opposition and internal review materials.
- Work collaboratively with coaching staff and other analysts to ensure all weekly analysis documentation is delivered to a high standard.

Recruitment & Player Identification

- Support recruitment processes through video and data-led player analysis.
- Assist in identifying player profiles aligned with the club's playing philosophy and recruitment strategy.
- Produce individual player reports and benchmarking analysis when required.
- Contribute to recruitment projects and long-term squad planning initiatives.

General Responsibilities

- Develop and maintain strong professional relationships across all departments within the club.
- Maintain a comprehensive understanding of both First Team and Academy players.
- Deliver bespoke analysis and research projects as requested by the Manager and coaching staff.
- Represent the club professionally at all times and uphold the club's values and behaviours.
- Demonstrate a commitment to continuous professional development and innovation within performance analysis.

Essential Requirements

Qualifications & Experience

- Minimum of 2 years' full-time experience in a performance analysis role within a professional football club.
- Minimum 2:1 undergraduate degree in a sports-related discipline (e.g. Sports Coaching, Sports Science) or equivalent professional experience.
- Excellent football knowledge with a strong tactical understanding of varying playing styles and systems.
- Experience supporting both performance analysis and recruitment/player identification processes is desirable.

County Ground, County Road, Swindon SN1 2ED
Main Switchboard: **0330 002 1879**
swindontownfc.co.uk | stfcdirect.com



Personal Attributes

- Excellent verbal and written communication skills.
- Strong attention to detail and organisational skills.
- Ability to work under pressure in elite, fast-paced football environments.
- Creative approach to presenting analysis and feedback.
- Strong understanding of the day-to-day demands of professional football.

Safeguarding

Swindon Town Football Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

For positions where a criminal record check (DBS) is identified as necessary, this will be carried out in line with the Club's safer recruitment procedures and relevant legislation.

The post holder will be required to undertake safeguarding training periodically and comply with all safeguarding policies and procedures.

Equality, Diversity & Inclusion

Swindon Town Football Club is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination, harassment or victimisation, and where decisions are based solely on merit.

The Club does not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, gender, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other characteristic protected under the Equality Act 2010