



# Blackburn Rovers Football & Athletic Ltd

## Job Description

|  |   |
|--|---|
| <b>Job Title:</b>                      | Senior Scout  |
| <b>Department:</b>                     | Academy Recruitment   |
| <b>Based at:</b>                       | Blackburn Rovers Academy, Brockhall Village, Old Langho, BB6 8BA. Flexibility regarding location is required.   |
| <b>Reports to:</b>                     | Head of Academy Recruitment   |
| <b>Responsible for:</b>                | Casual scouts   |
| <b>Hours of work:</b>                  | 12 hours per week plus any additional hours necessary for the performance of duties. This will include evening and weekend work.  |
| <b>Contractual Status:</b>             | Permanent   |
| <b>1. Job purpose:</b>                 | To position Blackburn Rovers FC Academy in a leading position to ensure the recruitment of the best players from within the designated area.  |
| <b>2. Duties and responsibilities:</b> | <ul style="list-style-type: none"> <li>To be committed to ensuring the safeguarding and welfare of all elite players, promoting their well-being whilst maintaining professional boundaries;</li> <li>To undertake Senior Scouting duties on behalf of the Academy Recruitment Department;</li> <li>To complete match and/or player reports and any other necessary information in relation to games covered advising the Head of Academy Recruitment / Recruitment Operations Manager;</li> <li>To formally introduce a targeted player to Blackburn Rovers Football Club in line with Blackburn Rovers Code of Conduct for scouts;</li> <li>To comply with the Recruitment and Talent Identification Department code of conduct in ensuring compliance with the FA and EPPP rules and regulations and to implement this with the Academy Talent Scouts and Talent Spotters in the designated areas;</li> <li>Manage the Academy Talent Scouts in your designated region as well as communicate regularly with the Talent Spotters;</li> <li>Ensure all necessary paperwork is completed correctly and submitted efficiently to the Head of Academy Recruitment / Recruitment Operations Manager;</li> <li>Develop and maintain key relationships with grassroots clubs, private coaching organisations, local schools, districts, county and international associations when required;</li> <li>Develop and maintain the local, regional and national scouting network;</li> <li>To attend academy and grassroots games, school games, private coaching organisations and international games when required;</li> <li>To ensure the Academy Talent Scouts reporting to you produce scouting reports in accordance with the Academy Recruitment Strategy and record accordingly;</li> <li>Contribute to the identification of potential talent in accordance with the Academy football philosophy;</li> <li>Verify general scout recommendations when possible;</li> </ul> |



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.





# Blackburn Rovers Football & Athletic Ltd

## Job Description

|                                    |   |
|------------------------------------|---|
|                                    | <ul style="list-style-type: none"> <li>To populate trialist fixtures as and when required;</li> <li>Contribute to the identification of potential talent in accordance with the Academy football philosophy;</li> <li>Recommend friendly fixtures for the Foundation Phase and Youth Development Phase age groups;</li> <li>Attend Academy Recruitment meetings when required;</li> <li>To attend other relevant courses/workshops as required from time to time;</li> <li>To update knowledge of and be familiar with the standard of signed players at the Academy at regular intervals when asked by the Head of Academy Recruitment and Recruitment Operations Manager;</li> <li>To liaise regularly with Head of Academy Recruitment and Recruitment Operations Manager and discuss findings as necessary;</li> <li>To carry out any such other duties as the Head of Academy Recruitment or Recruitment Operations Manager may reasonably properly assign or delegate in connection with the business of the Club from time to time.</li> </ul> |
| <b>3. Skills required:</b>         | <ul style="list-style-type: none"> <li>Leadership and management skills;</li> <li>A detailed comprehensive network of contacts both within the Academy system and grassroots;</li> <li>I.T. literate;</li> <li>Display a high level of professionalism at all times;</li> <li>Highly motivated, with a passion for working within an elite football setting; and</li> <li>Good communication skills.</li> </ul>   |
| <b>4. Knowledge required:</b>      | <ul style="list-style-type: none"> <li>Knowledge of professional academies within the local area;</li> <li>Knowledge and awareness of safeguarding procedures and practices;</li> <li>In depth knowledge of football activities within the designated area; and</li> <li>Knowledge of grassroots leagues and club's within the area.</li> </ul>   |
| <b>5. Qualifications required:</b> | <ul style="list-style-type: none"> <li>FA Talent Identification Certificate; and</li> <li>FA Safeguarding Children Workshop</li> </ul>  |
| <b>DBS check required:</b>         | 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 6<sup>th</sup> February 2026**.

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

CV's will not be accepted.





# Blackburn Rovers Football & Athletic Ltd

## Job Description

### **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.*



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

