



FIRST TEAM SCOUT - SOCCER

San Diego FC ([San Diego FC](#)) is the newest member of the MLS family. As part of the unique [Right to Dream](#) model and the [Sycuan](#) Tribe's deep roots, we are proud to be building a San Diego-centric soccer organization that honours our history and celebrates emerging excellence.

ABOUT SAN DIEGO FC:

We value community, diversity, and acting with purpose. We are looking for leaders at all levels to co-create the culture of a new organization that is built on the premise that you can discover, understand, and re-define excellence by nurturing talent and creating opportunity anywhere – specifically through soccer.

Globally, Right to Dream partners with talented young people to give them a nurturing environment to flourish and thrive. We do this through a holistic model of athletic development, where young people grow as human beings and great footballers. RTD's promise is set out in their [Manifesto](#): a set of 8 commitments which will be central to the San Diego FC ethos from the front office to the field, when games start at Snapdragon Stadium in 2025.

This is an opportunity to be a part of a great team building something meaningful for San Diego. We offer excellent benefits including health coverages with generous company contributions, over 30 days of paid time off, and a 4% company match on your 401(k).

POSITION:

The First Team Scout at San Diego FC (SDFC) will identify and recommend professional soccer players who fit within the Right to Dream ecosystem for San Diego FC. The role will contribute to the ongoing development and delivery of a global talent identification strategy across Right to Dream communities; focusing delivery on the USA and Mexico, whilst collaborating with colleagues in Denmark, Ghana & Egypt.

RESPONSIBILITIES:

- Operate within the methodology and player profiles as set by the group
- Attend and observe games and tournaments at professional level (live & video)
- Provide written reports on players within the structure set out by the group
- Complete detailed reports on target players
- Conduct in-depth research into leagues and potential players
- Produce monthly shadow teams to highlight potential professional players who fit into group style of play and culture
- Create and maintain a network of contacts with agents, clubs, federations and league officials

- Understand and comply with the rules and code of conduct for scouts within the values of the group
- Regularly travel to games and meetings within the US, Mexico and Canada
- Actively participate in regular department meetings, virtual and in-person
- Adhere to any other requests that meet the needs of the organization

QUALIFICATIONS:

Candidates can meet the requirements with a combination of experience in the following areas:

- Prior experience of talent assessment and identification within professional sport (specifically soccer)
- Experience working within an elite sporting organization as a scout, analyst or coach
- High level of soccer knowledge and experience, specifically around playing styles, player profiles and player development
- Bi-lingual (Spanish speaking) is a highly preferred.
- Understanding and ability to use data to make informed decisions on players
- Knowledge of how to use social media and the internet to follow transaction trends and key markets
- Experience in scouting and data technologies like: Statsbomb, Wyscout, Scout7, Scoutastic, etc.
- Strong understanding of the US Soccer and/or Mexico youth and professional setup and pathway
- Strong communication and interpersonal skills
- Excellent organizational and leadership qualities
- Degree in related field or equivalent experience
- Passport and ability to travel domestically and abroad

We encourage all individuals who share our commitment to community and soccer to apply at JointheTeam@SanDiegoFC.com. Please reference the position title in your email. Soccer is humanity and together, we can make a meaningful impact both on and off the field, fostering a culture that embraces excellence and equal opportunities. SDFC is an Equal Opportunity Employer.