



JOHNATHAN MCKINSTRY

UEFA PRO LICENSED PROFESSIONAL COACH
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Johnathan McKinstry is a highly accomplished UEFA Pro Licensed football manager with over two decades of experience across multiple continents, including Africa, Asia, Europe, and North America. Born on July 16, 1985, in Lisburn, Northern Ireland, he has demonstrated a consistent ability to elevate teams to new heights through strategic leadership and a deep understanding of the game.

McKinstry's managerial career is distinguished by his tenure with several national teams. He began as the head coach of Sierra Leone in 2013, where he guided the team to their highest-ever FIFA World Ranking of 50th. Subsequently, he led Rwanda to the finals of the 2015 CECAFA Cup and the quarter-finals of the 2016 African Nations Championship. His success continued with the Uganda national team, achieving a 67% win rate and securing the 2019 CECAFA Challenge Cup title. In May 2024, McKinstry was appointed head coach of The Gambia national team, tasked with the integration of new young talent into the national team whilst evolving the teams playing style from the existing defensive orientated approach, to a high tempo attacking focus.

In club football, McKinstry managed FK Kauno Žalgiris in Lithuania and Saif SC in Bangladesh, where he set new club records for points, wins, and goals scored in a season. Most recently, he led Gor Mahia FC in Kenya to consecutive Premier League titles in the 2022-23 and 2023-24 seasons, as well as the 2023-24 FKF Charity Shield.

Beyond his managerial roles, McKinstry is committed to football development and philanthropy. He has been involved with elite youth development programs at Newcastle United, New York Red Bulls, the Right to Dream Academy, and the Craig Bellamy Foundation. Additionally, he is a member of Common Goal, pledging a portion of his salary to support football charities worldwide.

McKinstry's career reflects a dedication to excellence and a proven track record of success in diverse footballing environments.

FOOTBALL QUALIFICATIONS



UEFA

Pro Licence – 2016
A Licence – 2009
B Licence – 2003



The FA

Academy Managers' Licence – 2013
Emergency First Aid Certificate
Safeguarding Children Certificate



NSCAA (now United Soccer Coaches)

Premier Diploma – 2011
National Goalkeeping Diploma – 2008
National Youth Diploma – 2008



COERVER

Youth Diploma 1 – 2012
Youth Diploma 2 – 2017



Football Coach Evolution

Football Fitness Periodization – 2022
Football Periodization 1 & 2 – 2020
Football Theory 1 & 2 – 2020
Coaching Mentorship – 2018



Academic

Cert. in High Impact Leadership – 2020
Diploma in Football Management – 2019
PG. Cert. in Performance Coaching – 2015
BSc. (HONS) in Sport Science – 2007








CAREER HONOURS & ACHIEVEMENTS

Has continually gained success at all levels of the game. Not only has guiding players and teams to higher levels of performance on the field, but has also been recognized by his peers on several occasions for his continued commitment to excellence.

<u>HONOUR / ACHIEVEMENT</u>	<u>DATE</u>
Coach of the Year 2023-24 Winner – <i>awarded by the Football Kenya Federation</i>	2024
FKF Kenya Premier League 2023-24 Winners – <i>Head Coach of Gor Mahia FC</i>	2024
FKF Kenya Charity Shield 2023-24 Winners – <i>Head Coach of Gor Mahia FC</i>	2023
FKF Kenya Premier League 2022-23 Winners – <i>Head Coach of Gor Mahia FC</i>	2023
CECAFA Cup 2019 Winners – <i>Head Coach of Uganda</i>	2019
CECAFA Cup 2015 'Coach of the Tournament' – <i>Head Coach of Rwanda who finished 2nd</i>	2015
Sport NI High Performance Coaching of the Year nominee	2014
FIFA World Ranking record – <i>Record position for Sierra Leone (50th)</i>	2014
Nike Premier Cup African Champions – <i>Right to Dream Academy U-15</i>	2010
Lucozade Sport Coach of the Year runner-up – <i>Outstanding Team Motivation category</i>	2007
Team of the Year – <i>Sport Northumbria awards</i>	2007
National Cup Winners – <i>British Universities</i>	2007
League Champions – <i>British Universities (Northern Conference)</i>	2007
League Champions – <i>British Universities (Northern Conference)</i>	2006
UK Grassroots Coach of the Year Winner – <i>awarded by Manchester United</i>	2006

IMPACT AT DOMESTIC AND INTERNATIONAL LEVEL

Throughout his career, Johnathan McKinstry has had a transformative impact on the teams he has led, achieving significant improvements in wins, points, and win percentages. Each team he has coached has seen marked progress, with higher win rates and increased points per game compared to the same periods before his tenure. His ability to consistently drive positive outcomes reflects his skill in building competitive, resilient teams. The table below highlights these achievements, demonstrating McKinstry's effectiveness in elevating team performance and achieving measurable success.

	 THE GAMBIA		 GOR MAHIA FC		 UGANDA		 SAIF SC		 KAUNO ZALGIRIS		 RWANDA		 SIERRA LEONE	
	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER	BEFORE	AFTER
MATCHES PLAYED	6	6	72	72	18	18	27	27	12	12	25	25	8	8
WINS	0	2	32	43	7	12	13	15	2	1	6	11	2	3
DRAWS	1	2	22	21	4	3	8	5	2	3	6	2	3	2
LOSSES	5	2	18	8	7	3	6	7	8	8	13	12	2	3
POINTS	1	8	118	150	25	39	47	50	8	6	24	35	9	11
POINTS PER GAME	0.2	1.3	1.6	2.1	1.4	2.2	1.7	1.9	0.7	0.5	1.0	1.4	1.1	1.4
WIN PERCENTAGE	0%	33%	44%	60%	39%	67%	48%	56%	16%	8%	24%	44%	25%	38%
IMPROVEMENT	700% MORE POINTS		27% MORE POINTS		56% MORE POINTS		6% MORE POINTS		N/A		46% MORE POINTS		22% MORE POINTS	

PLAYING STYLE

High-Tempo and Aggressive Play

Johnathan McKinstry's teams are known for their high-tempo, aggressive style, maintaining a fast pace throughout matches. By implementing intense pressing, his teams strive to disrupt opponents' play, forcing turnovers in advanced positions. This approach keeps opponents under constant pressure and enables McKinstry's teams to control the rhythm of the game.

Vertical and Direct Attacking

A distinctive feature of McKinstry's style is his emphasis on direct, vertical play. His teams use swift, forward passes to exploit gaps in the opponent's defense, creating goal-scoring opportunities by advancing quickly and catching opponents off-guard. This fast transition strategy has been a hallmark of his tenure at clubs like Gor Mahia, where he utilizes pace and movement to break down defenses.

Adaptability and Tactical Flexibility

McKinstry is known for his ability to adapt tactics to the strengths of his players and the demands of each match. During his time with the Rwanda national team, he secured their first away win in years, showcasing his skill in creating effective game plans that resonate with his players. This adaptability allows his teams to respond dynamically to different competitive challenges.

Focus on Youth Development

With experience from programs like the Right to Dream Academy and New York Red Bulls, McKinstry prioritizes integrating young talent into his squads. He believes in providing youth players with first-team opportunities, fostering their development and contributing to the team's long-term growth.

Defensive Organization and Resilience

While McKinstry's teams are attack-focused, they are also well-organized defensively. He ensures his teams maintain compact structures, minimizing spaces for opponents to exploit. This balance between aggressive offense and disciplined defense makes his teams both dynamic in attack and resilient in defense, prepared to compete effectively across various contexts.

CURRENT POSITION



The Gambia National Team
Confederation of African Football / FIFA

Head Coach

June
2024 - present

Key Achievements

- ✓ Appointed 1 June 2024 as Head Coach of The Gambia National Team
- ✓ Won first match in charge, after The Gambia had not won any of their previous six matches, including 5 consecutive defeats.
- ✓ Value of The Gambia national team squad approximately USD \$70,000,000+

PROFESSIONAL MANAGEMENT / COACHING EXPERIENCE



Gor Mahia FC
Premier League, Kenya

Head Coach

July 2022 - June 2024

Key Achievements

- ✓ Winners of the FKF Kenya Premier League 2023-24
- ✓ Winners of the FKF Kenya Charity Shield 2023-24
- ✓ Winners of the FKF Kenya Premier League 2022-23 Season.
- ✓ At time of appointment, Gor Mahia FC were serving final 6 months of a 2-year transfer ban
- ✓ Performance Record: Played 72, Won 43, Drew 21, Lost 8 (Win Percentage: 60%, Undefeated Record: 89%)



Uganda National Team
Confederation of African Football / FIFA

Head Coach

Senior & Under 23 National Teams

October 2019 - April 2021

Key Achievements

- ✓ Qualification for the CAF African Nations Championship 2020
- ✓ Winners of CECAFA Challenge Cup 2019 (East & Central African Championship)
- ✓ Highest 'win' and 'undefeated' ratios achieved by a Uganda national team coach in over 15 years
- ✓ Performance Record: Played 18, Won 12, Drew 3, Lost 3 (Win Percentage: 67%, Undefeated Record: 83%)



SAIF Sporting Club
Premier League, Bangladesh

Head Coach

November 2018 - September 2019

Key Achievements

- ✓ Club Record – Most wins as a Head Coach in Club History
- ✓ Club Records – Most points gained, wins recorded, and goals scored in a Premier League season
- ✓ Club Records – Best Performance in both the BFF Federation Cup and BFF Independence Cup Tournaments (Quarter Final in both)
- ✓ Performance Record: Played 27, Won 15, Drew 5, Lost 7 (Win Percentage: 56%, Undefeated Record: 74%)



FK Kauno Žalgiris
A-Lyga, Lithuania

Head Coach

July 2017 - December 2017

Key Achievements

- ✓ Established strong foundations & a robust structure to allow the newly established club to develop effectively in the coming years.
- ✓ Identified key areas of focus for the short-, medium- & long-term development of the club including internal structures, talent identification & recruitment, and training methodology.



Rwanda National Team
Confederation of African Football / FIFA

Head Coach

Senior & Under 23 National Teams

March 2015 - August 2016

Key Achievements

- ✓ Final of the CECAFA Challenge Cup 2015 (East & Central African Championship), Rwanda's best performance at CECAFA for 16 years.
- ✓ Quarter Finals of CAF Nations Championship 2016. First time Rwanda had progressed to the knockout stages of a major tournament.
- ✓ Guided Rwanda to their first away win in 4 years in first competitive fixture. (1-0 v. Mozambique)
- ✓ Biggest ever win in CAF/FIFA qualifying (5-0 v. Mauritius)
- ✓ Named 'Coach of the Tournament' at the CECAFA Challenge Cup 2015
- ✓ Performance Record: Played 25, Won 11, Drew 2, Lost 12 (Win Percentage: 44%, Undefeated Record: 52%)



Sierra Leone National Team
Confederation of African Football / FIFA

Head Coach

April 2013 - Sept 2014

Key Achievements

- ✓ Guided Sierra Leone to their highest ever rankings both continentally (7th in CAF) and globally (50th in FIFA)
- ✓ Recorded an undefeated home record throughout role as Head Coach.
- ✓ Guided the team to the final qualifying stages of the 2015 CAF Nations Cup, progressing through two knockout qualification rounds.
- ✓ At the time of appointment, became the youngest Head Coach working in International Football, aged 27.
- ✓ Performance Record: Played 8, Won 3, Drew 2, Lost 3 (Win Percentage: 38%, Undefeated Record: 63%)