



RICHARD GUNNEY

DIRECTOR OF SCOUTING & PLAYER RECRUITMENT

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Experienced in high performance winning environments in the women's professional game, I have demonstrated an aptitude for designing and implementing innovative strategies that enhance coaching, scouting, player recruitment, and the development of teams to contribute to on-field success and off-field growth.

As Director of Scouting and Player Recruitment for Gotham FC, along with roles at San Diego Wave FC and Portland Thorns FC, I have established a proven track record in player recruitment. Identifying and acquiring players who have gone on to win multiple team and individual awards, represent their national teams and also generated record-breaking transfer revenue in the women's game.

A UEFA A Licensed Coach, with education in Sporting Director roles, I possess expertise and significant experience in coaching, player development and leading multi-disciplinary teams as a Technical Director. I have demonstrated the ability to design effective coaching programmes that have maximised team performance and resulted in considerable on-field success.

EDUCATION & QUALIFICATIONS



- FOCUS Sport Education
- University of Staffordshire

Women's Football Directorship
BSc Honors in Sport & Exercise Science

Graduated 2025
Graduated 2003



- UEFA A Licence
- UEFA B Licence Instructor
- FA Youth Modules 1, 2 & 3

- FA National Goalkeeping Award
- FIFA National Futsal Award
- PFSA Level 3 Advanced Reporting in Scouting

CURRENT ROLE

Gotham FC

Director of Scouting & Player Recruitment

Nov 2022 - Present

- Responsible for the strategic and operational leadership of player recruitment across the first team and feeder teams
- Devise and implement a long-term recruitment strategy to enhance roster development and legacy planning
- Develop and deliver a comprehensive player identification and evaluation system
- Utilise evidence-based positional profiles, aligned with club principles of play, depth charts, and player grading systems
- Conduct meticulous video analysis and observe players in live games before submitting signing recommendations
- Lead scouting networks and processes, including collation of player reports from trusted scouts
- Develop strategies to ensure scouting coverage across North America (including professional and collegiate leagues), as well as Central and Latin America, Europe, Asia, Africa, and Australasia
- Liaise with coaches, other club staff, and player representatives to further talent identification processes
- Develop and maintain an online player database, containing comprehensive player information
- Lead the recruitment of scouts and the construction of a scouting team, and oversee their professional development
- Analyse scouting reports related to identified players

Key Achievements

- ✓ Appointed to a club that had finished last in the NWSL and was tasked with rebuilding the roster
- ✓ Used my experience, contact network, and expertise in elite women's professional football to outline a strategy for identifying and recruiting players who would enhance the roster
- ✓ Oversaw the creation of a playing squad that in 2023 qualified for the NWSL play-offs for only the second time in the club's history and progressed to win the NWSL Championship
- ✓ In 2024, I was instrumental in strengthening the playing rosters through the recruitment of four U.S. women internationals
- ✓ To improve scouting operations, I conducted comprehensive research into other clubs' scouting departments and outlined their best practices to develop a scouting strategy
- ✓ Oversaw strategic summer recruits and in 2024 the club secured its highest-ever league standing and narrowly missed back-to-back Championship appearances
- ✓ In 2025, led extensive scouting and player recruitment efforts, securing elite international and other sought-after players who have progressed to represent the U.S. women's national team
- ✓ Gotham FC qualified for and then won the inaugural CONCACAF Women's Champions Cup



TECHNICAL DIRECTOR EXPERIENCE

Vienna Youth Soccer

Technical Director

Mar 2015 - Jun 2016

- Led all football operations for grassroots football club in Virginia, home to over 3,000 players and 150 coaches
- Designed and implemented a club-wide philosophy, playing style, and technical coaching syllabus
- Managed a financial budget of over \$2 million and implemented strategies to support player and coach development

Key Achievements

- ✓ Devised and delivered the club's first ever technical syllabus
- ✓ Implemented a coach development programme and led quarterly events
- ✓ Led the strategic recruitment of Head Coaches for 60 teams



TECHNICAL DIRECTOR EXPERIENCE CONTINUED

Fulham FC

Technical Director, Girls Centre of Excellence

Sep 2005 - Aug 2010



- Directed and managed five elite playing squads for players aged ten to 18, and managed 13 staff members
- Designed, developed, and evaluated an elite playing strategy, vision, and philosophy for the Girls Centre of Excellence
- Mentored coaches and contributed to their professional development by organising coaching clinics
- Planned a 12-month schedule that incorporated weekly practices, training camps, fixtures, and tournaments
- Secured additional funding and sponsorship to enable teams to compete in international tournaments
- Contributed to the talent identification of the elite player development squad
- Instrumental in decision-making processes regarding player retention and release

Key Achievements

- ✓ Worked with The Football Association to successfully apply for and retain domestic license and funding to operate as an elite player development programme
- ✓ Negotiated with local government to relocate the programme to new state of art sporting facilities for inspirational stakeholder experience
- ✓ Secured sponsorship agreements with overseas investors to pioneer integrating international games schedule to the programme
- ✓ Enhanced player and personal development experiences through participation in multiple international tournaments in Scandinavia
- ✓ Achieved high staff retention through investing in personal development, establishing a budget and calendar of professional development opportunities
- ✓ Developed seven players who were capped at the youth international level

COACHING EXPERIENCE

San Diego Wave FC

Assistant Head Coach

Nov 2021 - Oct 2022



- Recruited as Assistant Head Coach by San Diego Wave FC's former president, and current FIFA Chief Executive Officer, Jill Ellis, after the club become a NWSL franchise
- Performed a pivotal role in supporting the recruitment of domestic players
- Oversaw and led the coaching programme for the team's attacking style of play
- Planned and led coaching sessions to support and develop elite athletes
- In conjunction with technical and analysis staff members, contributed to the development of training strategies
- Led opposition analysis by preparing detailed reports to establish strategies and tactics to support match preparations

Key Achievements

- ✓ The first team in NWSL history to qualify for the post-season play-offs in their inaugural season
- ✓ Alex Morgan won the 2023 NWSL Golden Boot, showcasing the attacking prowess of the team



Portland Thorns FC

Assistant Head Coach

Feb 2017 - Nov 2021



- Appointed Assistant Head Coach and Specialist Set-Play Coach: tasked with enhancing the playing style and culture to enable the team's ascent back to the top of women's professional football in the United States
- Helped design and implement session plans in line with the style of play and match tactics
- Worked in partnership with technical and analysis staff to devise and develop training strategies
- Collaborated with the medical, performance, and player welfare departments to create bespoke Individual Player Development Programs for youth players
- Mentored coaches and provided coach education strategies

Key Achievements

- ✓ 2021 NWSL League Shield winners, NWSL Challenge Cup winners, and WICC Cup winners
- ✓ 2018 and 2017 NWSL finalists
- ✓ 2017 NWSL Championship winners, marking the club's first NWSL Championship in four years
- ✓ Instrumental in the development of Olivia Moultrie, who signed a professional contract at 13 and won a case with the NWSL to allow her to play professionally before she turned 18, which was transformational for young female American athletes
- ✓ Created a bespoke player development programme for Olivia, who made her debut at 16 and is now a U.S. women's national team player



Football Association of Wales
Surrey Soccer Association
SCL Education Group
Surrey County Council
Soccer Academy
Cardiff City FC
Cardiff Council

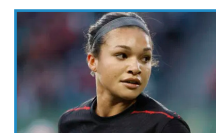
Head Coach Men's National Team (Futsal)
Football Development Officer
Football Coach
Community Sports Coach
Football Coach
Head Coach Boys
Football Coach & Programme Coordinator

Aug 2010 - Feb 2017
Aug 2008 - Jul 2010
Apr 2007 - Aug 2008
Apr 2005 - Apr 2007
Jun 2004 - Oct 2004
Jun 2003 - May 2025
Jun 2003 - Jun 2004



PLAYER DEVELOPMENT & KEY PLAYERS WORKED WITH

- Naomi Girma:** Coached and developed at San Diego Wave FC and became the first \$1 million transfer in the women's game when she joined Chelsea WFC in 2025. U.S. women's national team player
- Sophia Wilson:** Developed at Portland Thorns FC. U.S. women's national team player
- Lindsey Heaps:** Coached and developed at Portland Thorns FC prior to move to major European league. U.S. international
- Olivia Moultrie:** Made her professional debut at 16 for Portland Thorns FC. U.S. women's national team player
- Ellie Carpenter:** Coached at Portland Thorns FC prior to move to major European league. Australia international
- Drew Spence:** Developed at Fulham FC Girls Centre of Excellence, Jamaica international



Notable players coached • Christine Sinclair • Becky Sauerbrunn • Alex Morgan • Tobin Heath