JOB DESCRIPTION

Job Title:	Data Scientist
Department:	Performance Insights
Grade:	Grade 5
Location:	Finch Farm
Responsible to:	Head of Data Science
DBS Required:	Yes

Role Summary

This role will be at the forefront of turning complex football data into clear, actionable intelligence that enhances decision-making on and off the pitch. Working across a broad range of data sources, you will develop advanced statistical models, build decision-support tools, and contribute to the club's wider research efforts.

Key Responsibilities

Modelling & Research

- Develop and validate statistical and machine-learning models that forecast performance and quantify key behaviours across players, possessions, and tactical patterns.

- Design and implement metrics that quantify player effectiveness, team cohesion, and stylistic compatibility.

- Construct simulations and analytical frameworks to assess risk, evaluate 'what-if' scenarios, and quantify uncertainty in decision-making.

- Ensure all modelling approaches are robust, interpretable, and grounded in sound probabilistic and statistical principles.

Operationalisation & Collaboration

- Work closely with the wider team to validate concepts, deploy models efficiently, and maintain high standards of reliability and scalability.

- Build internal tools and visual applications to make insights accessible to key stakeholders.

- Communicate findings clearly to technical and non-technical stakeholders, translating complex outputs into football-relevant insight.

- Keep abreast of modern advances in sports analytics, machine learning, and AI, and proactively disseminate insights to colleagues.

Additional Responsibilities

Safeguarding

- Monitor potential safeguarding risks and work with the Clubs Safeguarding Department to promote safer working practice throughout Everton.

- Understand the Safeguarding policy, procedures and best practice guidelines. Use this understanding to ensure safer recruitment, safe working practices, appropriate reporting of concerns and contribute positively to an Anti-bullying environment.

Other Responsibilities

- Take responsibility for personal performance and the development of personal skills to ensure the required skills, knowledge and competence to fulfil the role.

- Encourage and promote the values of Everton Football Club and to comply with the required standards of conduct and so promote the Club within the community by acting with integrity and honesty.

- Promote, adhere to and implement the Clubs Equality and Diversity Policy and to work consistently to embed equality and diversity within Club.

- Ensure that all work is completed in a priority basis, and work meets a high degree of professionalism, quality and craftsmanship.

- Stay apprised of current trends and best practice in your field of specialism.

- Continually look for ways to develop and improve the service provision of the department.

PERSON SPECIFICATION

Skills & Abilities

Essential	Desirable
• Able to grasp relevant footballing problems, formulate the problems mathematically, and find solutions to the problems using suitable analytical and numerical methods. • Set and maintain high standards of work performance and deliver quality consistently and efficiently. • An excellent, verbal and non-verbal, communicator that is able to bridge the gap between data science and football. • Strong presentation skills, with the ability to create convincing evidence-based cases.	

Knowledge & Experience

Essential	Desirable
• Substantial programming experience with SQL and Python / R. • Deep knowledge and hands-on experience of different machine learning techniques. • Solid grounding in statistics, probability and uncertainty modelling.	• Demonstrable experience of working with relevant sports performance-related datasets. • Experience using cloud-based analytics platforms (e.g. Snowflake, Databricks). • Ability to build clear, intuitive data visualisations and interactive tools.

Personal Attributes

Essential	Desirable
• Has a genuine interest in football with a strong understanding of the game's strategic nuances. • An innovative problem-solver with strong analytical thinking and attention to detail. • Comfortable collaborating with diverse stakeholders and communicating technical ideas simply and effectively. • Adaptable, curious, and committed to continuous learning.	

Qualifications

Essential	Desirable
• Minimum: Degree in a quantitative field of study.	• Completed courses or modules specific to the field of Statistics.

GENERAL RESPONSIBILITIES

General Responsibilities
Employee Relations To make suggestions to improve the working situation and contribute to positive employee relations within their area of work and Everton Football Club as a whole.
Health & Safety To take reasonable care for the health and safety of yourself and other employees and members of the public who may be affected by your acts or omissions at work. To comply with all aspects of the Everton Football Club Health and Safety Policy and Arrangements, to enable the Company to perform its civil and statutory obligations in relation to Health & Safety.
Customer Service Identify and meet the needs of colleagues and our customers, focusing on initiating and welcoming contact and communication whilst striving to deliver first class customer service. Recognise potential complaint situations and make effective steps to avoid and/or resolve these situations.
Self-Development To take responsibility for your own development and to help realize your own potential by undertaking any necessary internal or external training sessions in accordance with the Company's Performance and Development Review Policy.
Teamwork Ensure effective communication within your work team and across the Company whilst actively offering support and guidance as necessary.
Equal Opportunities and Harassment To cooperate with measures introduced to ensure there is equality of opportunity in employment. To ensure understanding, awareness and compliance with the Company's Equal Opportunities Policies. To ensure that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive.

This 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.

All employees may be required to undertake any other duties as may be reasonably requested.