
**FLAVIUS
MASTACANEANU**

SPORTING DIRECTOR



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EXPERIENCE



2026- Sporting Director FC Bacău - România

- Developed the club's scouting department, managing 50 scouts across multiple regions throughout Europe, South and North America.
 - Created own in-house scouting platform for scouts to submit reports
 - Created advanced AI model that uses computer vision to tag, qualify, and judge actions of players
 - Used AI model to filter out potential transfers that did not fit the club's needs
- Designed and implemented a football-specific periodization model grounded in Raymond Verheijen's Football Periodization methodology, which structures training load around football actions (running, turning, jumping, sprinting, changing direction) rather than generic athletic conditioning
 - The model was built specifically to address the physical and cognitive gap between youth football and senior football – a transition point where Romanian academies historically lose players due to inadequate preparation
 - Structured training weeks around match rhythm, distinguishing between accumulation days (high volume, low intensity), assimilation days (moderate load, tactical focus), and recovery days – creating a seasonal workload that mirrors the demands of senior competitive football
 - Ensured that physical development was never isolated from the ball, in line with Verheijen's core principle that football fitness must be developed through football actions rather than gym or track work disconnected from the game
- Created a systematic monitoring infrastructure that tracked each youth player's physical, technical, tactical, and psychological development across defined checkpoints throughout the season
 - The system enabled coaches to build Individual Development Plans (IDPs) for each player – personalised roadmaps specifying development targets, training emphasis, and milestones across a defined timeframe
 - Layered on top of IDPs were Individual Action Plans (IAPs) – shorter-cycle, targeted intervention documents that addressed specific weaknesses identified during the monitoring cycle, allowing rapid course correction without waiting for end-of-season reviews
 - Built a **structured pathway program** to ensure the club's most promising youth players had a clearly defined and actively managed route from academy football toward the first team
- 2025-2026 Cupa de Tineret Winners
 - The result validated the club's investment in its youth infrastructure and represented the most tangible sporting proof of the systems built during the tenure
 - Competing and winning at this level demonstrated that the developmental frameworks implemented were not merely administrative constructs but translated into competitive performance on the pitch

2023 - 2025

Sporting Director CSM Ceahlăul Piatra Neamț - România



- Restructured the sporting project of the club, including transfers and staff acquisition
 - Implemented advanced data analytics to enhance team performance and scouting
 - Established a comprehensive player development program focusing on both athletic and personal growth
 - Cultivated a positive club culture that emphasizes teamwork, integrity, and resilience
 - Recognized for exceptional leadership and strategic vision in transforming the club's overall structure and success.
- CSM Ceahlăul II promotion to Liga 3 (2023-2024)
 - The second team represents an important pathway for academy players to experience senior football to prepare them for the first team
 - 20 of the 25 players are under 19 years of age
 - 7 of the 25 players are under 17 years of age



EXPERIENCE



2022 - 2023

Assistant Sporting Director

EF Carabanchel - Madrid, Spain

- Worked closely with the Sporting Director to organize the club's **42 teams**:
 - Collaborated with the Sporting Director to create a structured, well-defined framework that aligns with the club's objectives. This included setting up clear pathways for player progression, ensuring each team has the necessary resources, and organizing teams to meet both development and performance goals across all age groups.
- Involved in all team-building decisions and meetings:
 - Actively participated in discussions and decisions regarding team composition, from player recruitment and selection to squad rotation strategies. Contributed insights on building balanced teams with an emphasis on player versatility, ensuring that each roster supports the club's long-term development goals.
- Involved in developing tactical and club philosophy:
 - Engaged in shaping the club's tactical and philosophical approach, working to create a cohesive playing style across teams. This included integrating core principles such as tactical adaptability, player versatility, and technical emphasis into the club's philosophy, setting a unified standard for both youth and senior teams.
- **Head Coach for Juvenil B (U19) and Cadete C (U17)**

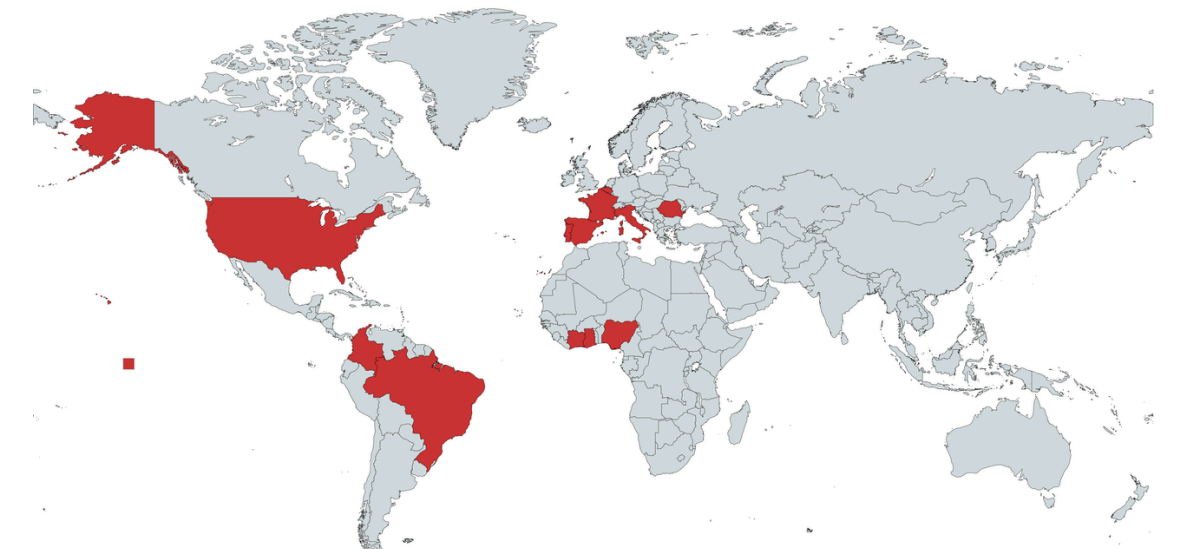


2022 - 2023

Scout

Winners Management - Milan, Italy

- Discovered talented youth players that are ready for the next step in the pursuit of professional football.
- Created extensive scouting network in Spain, Italy, France, Belgium, Cameroon, Nigeria, Cote d'Ivoire, Brazil, Romania and the United States
- Sole representative of the agency in Spain





EDUCATION



2022 - 2023

Master in Sports Management

DOUBLE MASTER IN DIGITAL TRANSFORMATION OF SPORT ENTITIES

Institution: AMOS Sports Business School, European Sports Business School (in collaboration with **Valencia Club de Fútbol** and **Club Atlético de Madrid, S.A.D.**), Global Sports Innovation Center (Microsoft) Madrid, ES



2020 - 2022

Master Degree in Public Health

Institution: Universitat Pompeu Fabra Barcelona, ES



2014 - 2018

Bachelor's Degree in Public Health

Institution: University of Maryland College Park, MD, USA



2025

Master Course - Sporting Director

Institution: Federatia Romana de Fotbal in collaboration with Double Pass Bucharest, RO



2026

Master Course - Advanced Scouting

Institution: Federatia Romana de Fotbal in collaboration with European Association of Scouts Bucharest, RO

CERTIFICATIONS



TALENT IDENTIFICATION IN FOOTBALL LEVEL 1
2022
English Football Association

TALENT IDENTIFICATION IN FOOTBALL LEVEL 2
2024
English Football Association



MASTER IN TECHNICAL ANALYST
2024
Escuela de Entrenadores Deportivos

MASTER IN PHYSICAL PREPARATION IN FOOTBALL
2024
Escuela de Entrenadores Deportivos

MASTER IN TECHNICAL MANAGEMENT OF WOMEN'S FOOTBALL TEAMS
2024
Escuela de Entrenadores Deportivos

Languages: English (Native), Romanian (Native), Spanish (C1)

Coding Languages: Python, R