

SCOTT MCLACHLAN



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London

PERSONAL STATEMENT

I am a senior football executive with a strong record of leading cultural transformation and aligning high-performance strategy with long-term organisational objectives in elite professional clubs.

Specialises in governance-led performance, leadership accountability, and stakeholder alignment, supporting ownership and executive teams through growth, transition, and competitive pressure. Combines deep football intelligence with board-level judgement to strengthen decision-making, protect club identity, and drive sustainable competitive advantage.

Experienced in developing leadership capability, shaping organisational culture, and building performance ecosystems where people, processes, and purpose are aligned. Values-driven, evidence-led, and focused on repeatability, resilience, and long-term value creation.

STANDOUT SKILLS

- Strategic leadership
- Stakeholder management
- Project management
- Relationship management
- Managing & motivating teams
- Collaborative mindset
- Football IQ

TRAINING & DEVELOPMENT

- MSc The Science of Sports Coaching
South Bank University London
- Technical Directors Course – Level 5
The Football Association
- Talent ID, Strategy & Management – Level 4
The Football Association
- Talent ID – Level 2
The Football Association
- Talent ID – Level 1
The Football Association

ACHIEVEMENTS

- Premier League Champion
2014/15, 2016/17
- UEFA Champions League Winner
2012, 2021
- UEFA Super Cup Winner
2021
- UEFA Europa League Winner
2013, 2019
- FIFA Club World Cup Winner
2022
- FA Cup Winner
2012, 2018
- Football League Cup Winner
2015



EXPERIENCE | SCOTT MCLACHLAN



GLOBAL FOOTBALL HOLDINGS

2022 - present

Global Head of Football

Appointed in 2022 to lead the development and strategic integration of a global multi-club ownership platform spanning Europe and North America.

- **Led the strategic transformation of the football portfolio**, establishing a unified group philosophy while protecting local club identity, culture, and supporter relevance.
- **Partnered with Sports Directors and executive leadership** to design and govern recruitment structures, succession planning, and performance systems across the network.
- **Introduced evidence-led decision frameworks**, using data and insight to strengthen talent identification, squad composition, and long-term asset management.
- **Advised ownership on football governance and investment priorities**, balancing group-level performance objectives with club-specific realities.

Key outcomes to date include:

- Negotiation and implementation of a best-in-class fan culture and heritage agreement, safeguarding club identity during transformation.
- Delivery of **positive net player transfer outcomes** while maintaining competitive performance.
- Expansion and professionalisation of the global talent identification programme.
- **Season-on-season on-field improvement across all network clubs**, supporting both sporting and enterprise value growth.

Core experience developed:

Multi-club ownership management · Strategic integration · Transnational leadership · Executive and board-level decision support



CHELSEA FC

2011 - 2022

Head of International Scouting

Appointed to design and lead the club's global talent identification and acquisition strategy, supporting sustained elite performance and long-term squad planning.

- **Built and governed a worldwide scouting and recruitment network** across Europe, South America, and Africa, contributing directly to sustained on-field success and organisational resilience. Supported player acquisition investments totalling approximately €1.3bn, ensuring robust due diligence, decision discipline, and alignment with performance objectives.
- **Played a central role in multiple squad rebuild cycles**, maintaining competitive performance while advising on head coach appointments and due diligence.
- **Expanded the scouting function into new markets**, creating regional hubs and integrating traditional scouting with data-led insight to improve decision quality and reduce risk.
- **Modernised the scouting workforce**, reducing the average age profile by c.20% to reflect evolving market, technological, and demographic demands.
- **Contributed to the design and operation of the club's loan system**, supporting player development, asset protection, and value maximisation.

- Key outcomes:
- Contribution to **11 major trophies** during tenure.
- Delivery of **£580m in player transfer revenues** (2016–2021) alongside sustained first-team performance.
- Establishment of a scouting model recognised externally as best-in-class.

Core experience developed:

Global leadership · Strategic recruitment governance · Capital deployment discipline · International talent development



FULHAM FC

2009 - 2011

Technical Scout

Appointed to design, develop and institute a hybrid talent identification model that combined data and human scouting philosophies.

- Led the integration of analytics into the club's talent identification and recruitment decision-making, improving governance, transparency, and evidence-based judgement.
- Aligned performance and recruitment metrics with club strategy, ensuring consistent evaluation standards across scouting, coaching, and executive stakeholders.
- Established the club's central talent identification database, strengthening institutional knowledge, due diligence, and continuity of decision-making at board level.
- Translated complex analytical insight into executive-ready intelligence, supporting informed decisions by the Head Coach, Sporting Director, and Board.
- Designed and implemented a scouting competency and development framework, improving capability, accountability, and succession within the function.
- Key outcomes:
- Supported a successful squad rebuild culminating in the club's first UEFA Europa League Final.
- Enabled the club to outperform its Premier League budget ranking for three consecutive seasons, demonstrating effective capital deployment and recruitment efficiency.



SOUTHAMPTON FC

2006 - 2009

Head of Performance Analysis

Appointed to design and lead the club's performance analysis strategy, supporting improved decision-making across coaching, player development, and performance governance.

- **Shifted the analysis function from retrospective reporting to real-time decision support**, enhancing matchday responsiveness and training intervention quality.
- **Embedded analytics into the coaching and player development process**, strengthening alignment between performance insight and football outcomes.
- **Expanded analytical provision to the academy**, supporting long-term talent development and succession planning.
- **Established a sustainable talent pipeline for analysts**, designing and leading an analytics internship programme in partnership with Solent University.
- Key impact:
- Improved integration of data and analysis into football decision-making at both first-team and academy level.
- Strengthened internal capability and reduced reliance on external resource through structured development pathways.

EXPERIENCE | SCOTT MCLACHLAN



NORTHAMPTON TOWN FC

2003 - 2006

Head of Youth Development

Appointed to lead and reform the club's youth development programme, with full responsibility for strategic direction, financial oversight, and operational governance.

- **Designed and executed a three-year transformation plan** to modernise a previously under-resourced academy, aligning it with first-team and long-term club objectives.
- **Re-established local and regional talent identification pipelines**, strengthening community connection and improving early-stage talent access.
- **Built and developed a high-potential coaching team**, improving capability, accountability, and succession within the youth programme.
- **Formed strategic partnerships** with educational and commercial institutions to support and sponsor player development pathways.
- **Collaborated closely with the First Team Head Coach** to create a fully integrated player pathway, resulting in six academy graduates progressing to professional status.



WIMBLEDON FC

1999 - 2003

Performance Analyst

Appointed as **Lead Performance Analyst** reporting directly to the **First Team Manager**, contributing to the professionalisation of performance analysis within an elite football environment.

- **Rapidly progressed to full responsibility for the strategy, development, and governance of the performance analysis function**, demonstrating early leadership and trust at senior level.
- **Enabled coaching decision-making through high-quality contextualised insight**, translating data and video into clear, actionable intelligence for team and individual performance.
- **Led the club's early adoption of live performance analysis technology**, transitioning analysis from retrospective reporting to real-time matchday decision support.
- **Established effective analytical workflows and standards**, improving preparation, in-game responsiveness, and post-match review processes.

PROFESSIONALS I HAVE WORKED WITH..

Throughout my career I have been privileged to have worked with some truly talented people, each contributing to my knowledge, understanding and execution of my role in the beautiful game. Some are listed below:



Sir Clive Woodward



Andre Villa Boas



Jose Mourinho



Antonio Conte



Marizio Sarri



Mark Hughes



Rafa Benitez



Roy Hodgson



Gus Hiddink



Frank Lampard



Marina Granovskaia



Thomas Tuchel



Petr Cech



Roberto Di Matteo



Egil Olsen

REFERENCES | AVAILABLE UPON REQUEST



Chris ANDERSON
Professor of Politics, LSE



Scott KRASE
Bolt Ventures



Dr Paul BALSOM
Football Performance Expert



Mike FORDE
Chairman, Founder Sportsology



Darren PRESTON
COO Fulham FC



Dave HANCOCK
CEO Apollo