Blackburn Rovers Football & Athletic Ltd
Job Description

Job title:	Recruitment Data Scientist
Department:	Data Science and Football Insights
Based at:	Blackburn Rovers Senior Training Centre, Brockhall Village, Old Langho, Blackburn, BB6 8FA. Flexibility regarding location is required.
Reports to:	Head of Data Science & Football Insights and Head of Recruitment
Responsible for:	N/A
Hours of work:	A minimum of 40 hours per week plus any additional hours necessary. This will include regular evening and weekend work.
Contractual Status:	Permanent
Job purpose:	To advance research and development in football data science, delivering models and insights that inform recruitment decisions aligned with Blackburn Rovers playing philosophy and priorities.
2. Duties and responsibilities:	• To be committed to ensuring the safeguarding and welfare of all stakeholders, promoting their well-being whilst maintaining professional boundaries. • Combine event, tracking and physical data to analyse the technical, tactical and physical characteristics of players across positions and competitions. • Build and validate in-house metrics that reflect the club's playing philosophy and the requirements of specific positional roles. • Design and train complex statistical and machine-learning models, identifying meaningful features and testing patterns in player performance. • Put models into operational use, monitor their accuracy and predictive performance, and refine them over time. • Create data-led player profiles, comparisons and recruitment tools to support target identification and shortlisting. • Develop platforms, dashboards and visualisations that communicate complex data clearly and support informed recruitment decisions. • Work collaboratively with data scientists and recruitment analysts to deliver shared projects and inform recruitment decisions. • Contribute to the department's continuous professional development (CPD) program and undertake relevant CPD courses to stay updated on new methods in data science and football analysis. • Any other duty as reasonably assigned for the success and productivity of the department.
3. Skills required:	• Strong proficiency in Python. • Experience designing, training and evaluating complex statistical or machine-learning models. • Ability to work with varied data sources, including spatial and temporal event and tracking data.

	• Ability to present technical findings clearly.
4. Knowledge required:	• Sound knowledge of statistical analysis, feature engineering and model validation, including uncertainty and the limitations of predictions. • Strong understanding of football tactics, positional demands and how these inform player recruitment.
5. Qualifications required:	• A Master's degree (or equivalent) in Data Science, Statistics, Mathematics or any related quantitative discipline. • Experience working in a previous data science role. • Evidence of personal projects or previous applied research in football analytics is desirable.
DBS check required:	Yes (Enhanced)

The 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.

How to Apply

Due to high-levels of interest, this post may close early so early application is advised, otherwise the closing date for this role is **5pm on Thursday 3rd December 2026.** To apply, please submit your application through the EFL I-Recruit platform **HERE**

CV's will not be accepted.

Equality and Diversity

Blackburn Rovers FC is committed to the principle of equal opportunity in employment and its employment policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

Safer Recruitment

Blackburn Rovers FC is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK.