Exceptional | Edge | Energising

At Lincoln City Football Club, we believe that people make the difference and accordingly, we don't just look for the usual job requirements. As well as being experts in their technical areas, all of our team members demonstrate and work towards a clear set of traits which differentiate us from the norm.

As a Head of Data Science you will be required to demonstrate behaviours reflecting the following traits, which we have termed the 3Es: Exceptional, Edge and Energising.

Exceptional

- **Forward thinking**
  - You will think ahead and prepare for future tasks and opportunities;
  - You will seek and provide new ideas and solutions to overcome challenges.

Edge

- **Streetwise**
  - You will work smart and demonstrates the know-how to win;
  - You will develop key relationships and networks effectively.

Energising

- **Finds a way**
  - You deliver results, within a team;
  - You develop and implement strategies to achieve positive outcomes.

JOB TITLE:	Head of Data Science
DIRECTORATE:	Football
REPORTS TO:	Head of Recruitment
RESPONSIBLE FOR:	Data Science Intern (Pending appointment)
LOCATION:	Hybrid role
HOURS:	40 per week
DATE:	ASAP
DBS Check:	Yes ☒ No ☐

Job purpose

This role is ideal for someone as an entry role into the football industry from another field.

The club is in the process of developing elements of the recruitment department which will aid with first-team goals and objectives in the medium to long-term, helping to make sensible and strategic decisions across these time horizons. The role will ensure appropriate analysis takes place on all first-team player acquisitions, and considerations on a wealth of relevant information are made. The role will be to support the Head of Recruitment in the first instance and undertake research and project-based work within the post on an ad-hoc, directed, and autonomous basis, with the building of machine learning models being an important first step.

The role will demand high-level technical skills across statistics, programming and data analysis, as well as a hunger and interest in problem-solving within the context of a football recruitment department.

Key Responsibilities

- Construct, design and apply statistical and machine learning models, trained on football data, at a biographical and event level.

- Firmly enshrine data-science workflows and solutions in the recruitment department's due diligence and team building.

- Analyse and visualise complex data around recruitment projects, providing regression analysis where required, and attempt to optimise club decision-making around all aspects of team building and recruitment in an accessible way.

- Support the storage and extraction of data from multiple sources and data providers, including APIs, and combine and display this data in a digestible way for the benefit of staff.

- Create novel metrics with event data which answer performance-related questions within a recruitment context.

- Clean and integrate databases in order to build workflows within recruitment analysis.

- Undertaking novel research from new and untested datasets to find value and market arbitrage with player trading.

- Writing bespoke code on request to support and enhance recruitment.

- Assist the recruitment department with ad-hoc requests when required.

- Suggest data science solutions to current Lincoln City recruitment analysis workflows.

- Create automated reports, both regular and ad-hoc.

General responsibilities

- Carry out duties in accordance with all relevant company policies, including, but not limited to, the Health and Safety Policy, Code of Conduct Policy, Safeguarding Policy, Equality and Diversity Policy, Financial Regulation Policy and Social Media Policy;
- To safeguard and promote the welfare of all children, young people and adults at risk;
- To be vigilant and support all safety and security operations;
- Act always with utmost good faith to the Club, Foundation and the Company;
- Devote full attention and ability to fulfilment of the duties required by the role;
- Other duties as reasonably requested by a member of the senior management staff;
- To work closely with partnership organisations, to maintain good relationships and collaborative working practices;
- To work with colleagues throughout Lincoln City Football Club & Foundation to extend knowledge and skills in order to identify and develop best practice;
- Deal with enquiries and general day-to-day liaison with customers, colleagues and partners;
- Carry out general office duties including data recording, filing, photocopying, sending and receiving emails;
- Active participation on continuing professional development and the appraisal process;
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job;
- To maintain the quality of service provision, regularly evaluating work and seeking to make improvements;
- Present a professional image when dealing with both internal and external contacts and partners, acting in a professional manner always;
- To cover as and when required at other departments within Lincoln City Football Club & Foundation;
- To recognise commercial opportunities across all products within Lincoln City Football Club & Foundation;

- Promote the brand identity and increase Lincoln City fanbase throughout;
- To support the Lincoln City Football Club green energy saving strategy and meet all requirements including but not exclusive to recycling, waste reduction, energy efficiency; and
- Any other duties commensurate with the grade and falling within the scope of the post, as requested by the Chief Executive.

The above-mentioned duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities, commensurate with the grading of the post, without changing the general character of the post.

Lincoln City Football Club & Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.

Key relationships

- Head of Recruitment
- Director of Football
- Chief Scout
- Data Science Intern
- Head Coach

Scope of job

- To deliver impactful data science solutions to aid first-team recruitment.
- To build and maintain machine learning models to provide insights into first-team recruitment decision-making.
- To work closely with the Head of Recruitment on bespoke projects around more optimised first-team squad building.

Person specification

Job Title: Head of Data Science

KNOWLEDGE
The level and breadth of knowledge to do the job, eg. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential
- Experience in statistical modelling techniques and data management. Experience building models with machine learning (sciki-learn, statsmodel, or dplyr).
- Experience with data visualization (matplotlib, ggplot or plotly) and reporting in Python or R.

Desirable
- Proficiency in database tools/queries such as MySQL and experience with infrastructure management in AWS or Azure clouds.
- Knowledge of football datasets: Physical data, match data at team or player level, event data and tracking data.

TECHNICAL/WORK-BASED SKILLS
Skills specific to the job, eg. computer competency, typing skills, coaching skills etc

Essential
- High level of proficiency in Python or R.
- Experience of managing and interrogating large datasets and performing appropriate analysis.

Desirable
- Automatization tools (Bash scripting, Airflow or others).
- Knowledge of database design, star schema, data lakes, views and fact-modeling.
- Previous experience in a non-technical team with data analysts or domain stakeholders.

GENERAL SKILLS AND ATRIBUTES
More general characteristics, eg. flexibility, communication skills, team working etc

Essential
- Ability to manage multiple tasks simultaneously.
- Strong attention to detail.
- Positive attitude towards challenging tasks.
- Able to solve problems independently.
- Team player and ability to meet deadlines under pressure.
- Learning mentality, looking to constantly improve and pick up new skills/attributes.
- Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club.

EXPERIENCE
Proven record of experience in a particular field, profession or specialism

Essential

- Web-scraping.
- Data serving components (internal API development). Experience using APIs returning formatted data. External API management.

Desirable
- Experience in working at a high professional level within the field of data science.
- Experience establishing and managing relational databases.
- Experience with Tableau/PowerBI.