



Job Title: Sporting Director

Location: Wyre Stadium at Firhill, Glasgow, Scotland

Reports to: Board of Directors

Contract Type: Full-time, permanent

Salary: Negotiable + performance-related bonus

How to apply: Email CV with cover letter to recruitment@ptfc.co.uk

Application deadline: Friday 21st February. Please note, due to an expected high volume of applications the advert may be closed earlier than the application deadline stated above. Early application is advised.

Further information: Please read the candidate information pack for further information before applying – [find it here](#).

Overview:

Partick Thistle FC is seeking an experienced and driven individual to take on the position of Sporting Director. Reporting directly to the Board of Directors, the Sporting Director will play a pivotal role in shaping and implementing the club's long-term football strategy, ensuring alignment with the club's values, ambitions and operational goals.

This role requires a visionary leader with a passion for football, a strong understanding of the game at all levels, and the ability to oversee the strategic development of our men's and academy teams. The successful candidate will work collaboratively with the management team, coaching staff and other key stakeholders to foster a culture of excellence, professionalism, and sustainable success across all footballing operations.

We are looking for someone who:

- Has significant knowledge of football operations
- Is adept at long-term planning, budgeting, and resource allocation in a football context
- Has a track record of developing and implementing strategic initiatives that deliver measurable results
- Is passionate about community engagement and the broader role of football within society

This role is suited to an ambitious football professional looking to transition into sporting directorship or an experienced figure in the game seeking a leadership role in football operations. It offers the opportunity to shape the club's football strategy, working closely with the first team, academy, and recruitment structures to drive sustained success on and off the pitch.

Key Responsibilities:**As Sporting Director, you will:**

- Work with the First Team Manager to develop and implement football strategy across Men's and Academy teams
- Ensure smooth delivery of football operations
- Implement robust budget management and cost control processes
- Develop strategies to ensure the success of the club's player development pathway
- Act as the key liaison between football departments, the board of directors, the General Manager and other club stakeholders
- Foster strong relationships with fan representatives and external partners, ensuring transparency and alignment
- Oversee the recruitment and scouting network, ensuring a data-driven and strategic approach to identifying talent
- Support the club's recruitment strategy with a focus on long-term planning and sustainability
- Work closely with the club's community initiatives to ensure that football remains at the heart of the local area
- Promote a culture of excellence, professionalism, and integrity across all football operations
- Ensure constant alignment with the club's strategic objectives

Qualifications and Skills:**Essential**

- Deep understanding of football operations, from grassroots to elite level, with a focus on player development and recruitment
- Exceptional leadership, communication, and organisational skills to inspire and guide teams
- Strong commercial and financial acumen to align football operations with budgets

Desirable

- UEFA Pro Licence or equivalent football qualifications
- Demonstrable experience in senior football leadership, with a strong track record of delivering results
- Knowledge of Scottish football and its unique opportunities and challenges
- Experience in leveraging data analytics and modern football technologies to gain a competitive edge

Personal attributes

- Visionary thinker with the ability to balance ambition and sustainability
- Collaborative and team-oriented, with a strong commitment to the club's values and community
- Calm under pressure, with a solution-focused mindset and attention to detail