

Director of Football

Wealdstone Football Club

Location: Grosvenor Vale, Ruislip (on site; candidates should live within a reasonable commute)

Hours: Full-time, minimum 38 hours per week.

Salary: Competitive and in line with the market; negotiable for the right candidate

Reports to: Majority Shareholder

Closing date: 5pm, Friday 6 November 2026

Reply to: WFC.DoF@gmail.com

The opportunity

One of the best football leadership opportunities in the English game.

Wealdstone FC is seeking an ambitious, high-potential executive to lead the football activities of the Club as we begin a five year journey to fundamentally transform the Club..

The DoF will own the development of our long-term football strategy, including recruitment, player trading, and squad succession planning, while working closely with the Board to build one of the most progressive and sustainable clubs in English football. This is a hands-on leadership role with genuine responsibility, autonomy, and visibility.

This role is ideal for someone that has been in a football leadership position; as a Head of Recruitment, a Deputy DoF, or a similar role, who now wants to show what he/she can do assuming full executive responsibility for the first time. Someone that wants to:

- Take real ownership responsibility
- Lead of all our football activities, both the first team and academy
- Have significant interaction with our Board
- Lead the design and building of our new football strategy
- Create a data-led, analytically rich recruiting and player evaluation system
- Lead Wealdstone into the EFL

Key Responsibilities

1. Strategic Leadership

- Develop and implement the club's long-term football strategy and identity.
- Define a clear playing philosophy aligned with the club's vision and competitive context.
- Guide football operations to support sustainability, growth, and performance targets.

2. Recruitment & Squad Architecture

- Own the recruitment strategy, identifying targets that fit both the agreed tactical profile and the financial goals of the Club.
- Build and manage scouting networks, data integration, and talent pipelines.
- Lead transfer and player contract negotiations, prioritising asset value and development.
- Collaborate with analytics and performance teams for evidence-based recruitment.

3. Player Asset & Contract Management

- Ensure appropriate contract structures (e.g. length, release clauses, extension triggers) that protect club assets financially.
- Oversee player contract renewals, sales timing, and compensation strategy.
- Establish and monitor KPIs related to resale value, progression curves, and squad balance.

4. Football Operations Oversight

- Manage performance analysis, sports science, and medical strategy in collaboration with relevant leads.
- Coordinate season planning, squad readiness, and risk management with coaching and support staff.
- Monitor budget adherence for transfers, wages, and operational spend.

5. Youth Development & Pathway Integration

- Align academy operations with first-team philosophy, championing a coherent development pathway.
- Work with Academy Director and coaches to track and promote high-potential talent.
- Support coach education and execution of player development programmes.

6. Stakeholder & External Relations

- Cultivate relationships with agents, leagues, and peer clubs to access opportunities.
- Provide clear and timely reporting to ownership and governance structures.

Role Outcomes & KPIs

The Director of Football will be measured on:

A. Asset & Squad Metrics

- Average squad age and development pathway adherence
- Percentage of assets in resale window
- Contract runway stability and negotiation efficiency

B. Identity & Performance Outputs

- League ranking in defined football identity metrics (e.g., pressing intensity, transition effectiveness)
- Academy-to-first team promotion success
- Strategic adherence (style, recruitment, budgeting)

C. Financial & Operational Discipline

- Net transfer surplus / financial outcomes relative to plan
 - Wage vs budget compliance
 - Return on recruitment spend
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Behaviours & Competencies

- Strategic thinker who balances short-term needs with long-term growth.
- Decisive under pressure with strong conflict resolution skills.
- Comfortable leading change and challenging norms for club benefit.
- Collaborative and transparent communicator, able to work with diverse stakeholders.
- Strong time management skills, able to focus and balance across the multiple priorities inherent in the role
- Analytically focused, experienced in the use of data across all aspects of the football operation
- Understands the opportunities and constraints of operating in the National League and the broader non-league environment