

## Contact

[www.linkedin.com/in/thomascourts](https://www.linkedin.com/in/thomascourts)  
(LinkedIn)

## Top Skills

Recruiting  
Technical Recruiting  
Sales

## Certifications

UEFA B License Holder  
Insights Discovery Practitioner  
UEFA A License Holder

# Thomas Courts

Head Coach at Dundee United Football Club  
Milton of Balgonie

## Summary

UEFA Pro Licensed candidate and title-winning football manager with extensive global recruitment, leadership development and strategic delivery experience.

Hugely passionate about creating identity based cultures that are both socially inclusive and high performing.

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## Experience

Dundee United Football Club  
2 years 9 months

Head Coach  
June 2021 - Present (1 year 1 month)  
Dundee, Scotland, United Kingdom

Head of Tactical Performance (Academy)  
October 2019 - June 2021 (1 year 9 months)  
Glenrothes, Scotland, United Kingdom

T2 | Performance Design  
Performance Director  
September 2016 - June 2021 (4 years 10 months)  
Global

T2 exists to enable sports clubs around the world to achieve excellence throughout the talent cycle. We are passionate about facilitating low risk, high value solutions that provide competitive advantage and enables better performance, by design. It's our aim to create a new standard for strategic recruitment and talent management, where talent planning, identification, acquisition and development principles are integrated into the language, structure and culture of the clubs we partner with.

T2 provide facilitation and enablement to sports clubs that want to improve their talent performance through a planned approach to recruitment which utilises innovative technology, objective processes and club wide engagement.

Our professional team have delivered talent centric services to the elite sports and business industries for many years.

We partner strategically with professional sports clubs to align commercial and technical objectives into an integrated talent management platform that enables sustainable performance. Our service portfolio centres around;

Talent Planning - Creating an end to end talent model unique to the vision, philosophy and commercial drivers of each club, enabling sustainability.

Talent Identification - Establishing the network to include geography, talent pools, enablers, partners and the mechanisms for capturing, recording and assessing achievable, available and affordable talent.

Talent Acquisition - Supporting the selection process, assessments, screening and due diligence throughout the acquisition cycle based on objective criteria and compatibility fit.

Talent Performance - Adopting an objective system to calculate value and advise clubs on the value of each acquisition in terms of on field contribution and transfer market return on investment.

### Kelty Hearts Football Club

Head Coach | First Team Manager

October 2007 - October 2018 (11 years 1 month)

Kelty

### Insights

Global Resourcing Manager

October 2014 - September 2016 (2 years)

### Livingston F.C.

Professional Footballer

June 1997 - August 2002 (5 years 3 months)

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## Education

Lochgelly High School