

# Tommy Wilson

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## Professional Soccer Executive and Technical Director

Accomplished and experienced UEFA Pro Licensed Technical Director who has established a proven track record in professional player and coach development through roles at Philadelphia Union and previously Rangers FC and Scottish FA. Proficient in the design of forward-thinking and creative coaching curriculums and player development strategies within an elite Academy operation which have enabled the progression of Academy players into the first team environment. Demonstrated leadership and management credentials in key roles at Philadelphia Union, member of the club's Technical Heart and utilizes soccer and coaching knowledge to enable the sporting organization to progress on and off the field.

### QUALIFICATIONS STATEMENT

- UEFA Pro License
- US Soccer Instructor
- MLS Instructor
- UEFA A License
- Scottish FA Youth Director Award
- Mechanical/Production Engineer

### PROFESSIONAL EXPERIENCE

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#### **Charlotte FC**— *Major League Soccer*

Charlotte, NC

*Technical Director*

*January 2024 – Present*

- Lead and oversee the comprehensive soccer operations, roster construction, and player development strategy at Charlotte FC, extending beyond the first team to involve direct engagement with Charlotte FC II, the Academy, and Junior Academy
- Design and execute on long-term player development plans at Charlotte FC, emphasizing both individual player growth and collective team success by leveraging data-driven insights and best practices to optimize training methodologies and performance outcomes
- Collaborate closely with coaching staff, scouting departments, and ownership group at Charlotte FC to align technical objectives with the organization's long-term philosophy and create synergies across organization tiers to maximize player development and team success

#### **Graham Partners**— *Leading Private Investment Firm*

Newtown Square, PA

*PE Seminar Series Participant*

*September 2023 – Present*

- Engage in program specifically designed to give an overview of private equity, insight into investment opportunity evaluation, develop professional work products, and provide insight into the use of industry experts in the private equity diligence process
- Attend sessions with Graham Partners team members and industry executives covering the private equity landscape
- Participate in professional development sessions to discuss "best practices" on how to layout and format documents as well as a financial modeling overview sessions gaining valuable insights into the use of financial models in private equity
- Work on a soccer specific private equity case study developed through the seminar, which will be presented to Graham team members upon completion

#### **Philadelphia Union**— *Major League Soccer*

Chester, PA

*Director of Academy & Professional Development*

*August 2021 – January 2024*

- Oversaw and led all aspects of soccer operations and player development strategy within the club from outside of first team operations, including Philadelphia Union II, the Academy and Junior Academy
- Helped create a culture of excellence within the Academy structure which incorporates values and a high-performance environment to ensure the progression of Academy operations
- Held key position in the club's Technical Heart along with the Sporting Director, Owner, Technical Director, and Head Coach
- Performed a lead role in the design of a Value Creation Model which identifies players within the Academy who are sellable assets, the level they could potentially rise to and the transfer fees they could generate
- Ensured the club was innovative within their coaching and player development methodology to gain a competitive advantage
- Oversaw the financial management of an \$8 million annual operations budget
- Managed all multidisciplinary and coaching staff, performance and operational colleagues, and scouting staff across the club
- Worked in partnership with the Sporting Director and created an innovative player development plan and methodology which was implemented throughout all teams within the club
- Attended and observed Philadelphia Union II training sessions and games; provided advice and mentored coaching staff
- Observed all training sessions and games for the Academy and Junior Academy teams
- Contributed to talent identification and player recruitment processes, as well as managed player contracts
- Led recruitment processes for staff within all areas of the club
- Implemented a coach education development program to enhance the attributes and skillset of coaching staff

**Philadelphia Union Youth Academy (YSC Sports) — Major League Soccer Youth Academy**  
*Academy Director*

Wayne, PA  
August 2013 – July 2021

- Led and managed all Academy activities and staff, including all soccer activities in the YSC Academy (Union School)
- Designed an age-specific coaching curriculum aligned to the club's methodology program
- Assisted and supported with the planning and implementation of the coaching program for the first and second team
- Responsible for the financial management of the budget for all Academy operations
- Created an environment and culture to enhance the development of Academy players
- Worked in conjunction with the YSC Academy and coaching staff regarding the creation of Individual Development Plans

**Rangers FC — Scottish Premiership**  
*Academy Technical Director & Reserve Coach*

Glasgow, Scotland  
August 2006 – July 2013

- Monitored, managed, and drove the performance and development of Reserve Team players
- Devised, developed, implemented, and evaluated a coaching curriculum for all Academy coaches
- Instrumental in the creation of a club-wide strategy for Academy player development

**Scottish Football Association — Governing Body of Football**  
*Head of Coaching Education and National Team Coach*

Glasgow, Scotland  
August 1994 – July 2006

- As Head of Coach Education devised and implemented the acclaimed Scottish FA's UEFA Pro License Diploma course
- As U19 Head Coach, led the U19 squad to the final of the 2006 UEFA Under-19 European Championships, losing 2-1 to Spain
- As U20 Head Coach, led the U20 squad to the 2007 FIFA Under-20 World Cup Finals in Canada

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## **SOCCER GOVERNING BODIES EXPERIENCE**

### **Major League Soccer**

*Academy Director Committee Chairman*

January 2020 – Present

- Chair meetings with MLS Academy Directors regarding technical and operational issues

### **US Soccer**

*Invited Expert*

January 2021 – Present

- Perform a lead role in the curriculum and teaching for the Technical Leadership Pathway

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## **PLAYER DEVELOPMENT**

**Brenden Aaronson:** Philadelphia Union Academy graduate, made 57 first team appearances prior to transfer to Red Bull Salzburg and has since moved to Leeds United FC and now on loan in the Bundesliga with Union Berlin. Full US Men's international

**Paxten Aaronson:** Developed within the Philadelphia Union Academy and made 42 first team appearances. Transferred to German Bundesliga outfit Eintracht Frankfurt for \$4 million in 2022. Full US Men's international

**Mark McKenzie:** Transitioned from Philadelphia Union Academy via Union II to the first team and made 56 appearances prior to transfer to Belgian side Genk in 2021. Full US Men's international

**Auston Trusty:** Made 62 appearances for the Philadelphia Union first team prior to move to Colorado Rapids and then Arsenal FC, now playing for Sheffield United FC. Full US Men's international

**Jack McGlynn:** Philadelphia Union Academy graduate who has progressed to the first team. US Men's U21 international

**Anthony Fontana:** Philadelphia Union Academy graduate who made 51 first team appearances prior to transfer to Italian club Ascoli, now playing for PEC Zwolle in the Netherlands. US Men's U20 international

**Danny Wilson:** Rangers FC Academy graduate who became the club's youngest player in the UEFA Champions League when he played in Europe's premier club competition at 17. Sold to Liverpool FC for £2 million in 2010. Had spells with Heart of Midlothian FC, Rangers FC and now at Colorado Rapids. Full Scotland Men's international

**John Fleck:** Made Rangers FC first team debut in a friendly at 15-years-old and made 58 first team appearances prior to move to Coventry City FC and then Sheffield United FC. Full Scotland Men's international

**Kenny McLean:** Developed in Rangers FC Academy prior to playing for St Mirren FC, Aberdeen FC and Norwich City FC. Full Scotland Men's international

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## **PROFESSIONAL PLAYING CAREER**

- Made over 400 first team appearances, representing Queen's Park FC, St Mirren FC, Dunfermline Athletic FC, Heart of Midlothian FC, Kilmarnock FC and Dumbarton FC
- 1987 Scottish Cup winner with St Mirren FC

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## **MEDIA LINKS**

- [Charlotte FC - Technical Director Announcement](#)
- [Philadelphia Union's Conveyor Belt of MLS Talent](#)
- [Philadelphia Union Proof of Concept](#)
- [Tommy Wilson Interview](#)
- [Philadelphia Union Promote Tommy Wilson](#)
- [Philadelphia Union Named 2022 MLS Academy of the Year](#)