



TOMMY WILSON

PROFESSIONAL SOCCER EXECUTIVE & TECHNICAL DIRECTOR

US T: +1 (610) 220 5535
UK T: +44 141 632 3404
E: tswilson2222@gmail.com
LI: [tommy-wilson](https://www.linkedin.com/in/tommy-wilson)
W: tommy-wilson.com
US Green Card Holder

Accomplished and experienced UEFA Pro Licensed Technical Director who has established a proven track record in professional player and coach development through roles at Charlotte FC, Philadelphia Union, and previously Rangers FC and the Scottish FA.

Proficient in the design of forward-thinking and creative coaching curriculums and player development strategies within elite professional soccer which has enabled the progression of Academy players to excel in the first-team environment.

Demonstrated leadership and management credentials leading to key roles at each establishment and utilizes soccer and coaching knowledge to enable the sporting organizations to progress on and off the field.

ELITE COACHING QUALIFICATIONS



- UEFA Pro Licence
- US Soccer Academy Director Diploma
- Scottish FA Youth Director Award
- UEFA A Licence
- US Soccer Instructor
- MLS Instructor

Additional coaching qualifications available upon request

CURRENT ROLE



Charlotte FC

Technical Director

Jan 2024 - Present

- Lead and oversee soccer operations, roster construction, and the player development strategy at the club, extending beyond the first team to involve direct engagement with Charlotte FC II, the Academy, and Junior Academy
- Design and execute long-term player development plans, 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 to align technical objectives with the organization's long-term philosophy and create synergy across organization tiers to maximize player development and team success

SOCCER GOVERNING BODIES EXPERIENCE

- MLS Academy Director Committee Chairman 2020 - Present
- US Soccer Invited Expert 2021 - Present
- United Soccer Coaches Invited Clinician 2016 - Present



- At MLS, chair meetings with Academy Directors regarding technical and operational issues
- At US Soccer, perform a lead role in the curriculum and teaching for the Academy Director course
- Act as a consultant to enable US Soccer with the creation of new content for their Technical Leadership Pathway
- At United Soccer Coaches, deliver informative presentations on various soccer topics

ELITE PROFESSIONAL EXPERIENCE



Philadelphia Union

Director of Academy & Professional Development

2013-2024

- Oversaw and led all aspects of soccer operations and player development strategy within the club.
- Led and managed all Academy activities and staff, including all soccer activities in the YSC Academy (Union School)
- Helped create a culture of excellence within the Academy which incorporates values and a high-performance environment
- 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.
- Ensured the club was innovative in coaching and player development methodology to gain a competitive advantage
- Oversaw the financial management of an \$10 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 age-specific player development plan
- 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 and development program to enhance the attributes and skillset of coaching staff
- Worked in conjunction with the YSC Academy and coaching staff regarding the creation of Individual Development Plans

Key Achievements

- ✓ The club's Academy operation named the #1 Academy in North America in 2021 and 2022
- ✓ 34 players from the Academy signed professional contracts with the club
- ✓ \$30 million income generated in the last three years from Academy player sales
- ✓ U17 2022 Next Cup Winners and 2023 MLS Generation Adidas Cup Winners
- ✓ U15 2023 MLS Generation Adidas Cup Finalist
- ✓ First Team 2020 MLS Supporters Shield Winners
- ✓ First Team 2022 MLS Eastern Conference Champions

ELITE PROFESSIONAL EXPERIENCE CONTINUED



Graham Partners

PE Seminar Series Participant

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



Rangers FC

Academy Technical Director & Reserve Team Coach

2006 - 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

Key Achievements

- ✓ Developed a training methodology which contributed to the development of Rangers FC Academy graduates and enabled them to compete in the UEFA Champions League
- ✓ 2013 Scottish Reserve League champions



Scottish FA

Head of Coaching Education
U19 & U20 Head Coach
Head of Children & Youth Development
Senior Football Development Officer

2004 - 2006
2004 - 2007
2000 - 2004
1994 - 2000

Key Achievements

- ✓ As Head of Coach Education devised and implemented the acclaimed Scottish FA's UEFA Pro Licence 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

"Tommy and I played together in the Scottish Premier League and from then until now we have shared an interest and passion for the game. Although our careers have taken us in different directions we remain in touch and I've kept a close eye on his work and the outstanding success he has achieved both in Scotland and in the USA. It's clear he is an expert in Player Development." - **David Moyes: Manager, West Ham United FC**

"Tommy was passionate and he shared his wisdom. I could go to him with any concerns or if I just needed to talk. He looked after me and my brother and he played a huge part in our development and success." - **Paxten Aaronsen: Eintracht Frankfurt & US National Team**

"Tommy helped me turn a dream into reality. He gave me the opportunity and believed in me when I was undersized and overwhelmed. Tommy was instrumental in my development as a youth soccer player and prepared me to become a professional soccer player. He always made me feel I had a chance and that was very important in my development as a player. I consider Tommy a good friend and someone I will always stay in touch with." - **Brenden Aaronsen: Leeds United FC, Union Berlin (loan) & US National Team**

"Tommy was very influential in my career, particularly in my academy days. His experience as a player and coach at the highest level provided me with direct insight into what the life of a professional looked like and what it took to get there. On a daily basis he demanded more from me on the pitch and in turn, taught me how to demand more of myself to reach my aspirations of playing in Europe and the national team. Thank you, Tommy, for taking a chance on a kid coming off a broken ankle and believing in the potential I had in me." - **Mark McKenzie: K.R.C. Genk & US National Team**

PLAYER DEVELOPMENT

Brenden Aaronsen: 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 Aaronsen: 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.

MEDIA LINKS

- [Charlotte FC Welcomes Tommy Wilson](#)
- [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](#)

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