

# Łukasz Piworowicz



## EMPLOYMENT

04.2019 – present

### **INDEPENDENT FOOTBALL CONSULTANT, SCOUT**

**AND ANALYST** – analysis for 1<sup>st</sup>, 2<sup>nd</sup> tier clubs and 1.Liga

07.2018 – 03.2019

### **SPORTING DIRECTOR – RAKÓW CZĘSTOCHOWA**

– 2<sup>ND</sup> tier in Poland (1. LIGA) – PROMOTION to top flight

02.2018 – 06.2018

### **BOARD PLENIPOTENTIARY FOR TRANSFERS**

– RAKÓW CZĘSTOCHOWA

03. 2017 – 12.2017

### **SPORTING DIRECTOR – PIAST GLIWICE** – 1<sup>ST</sup> TIER

IN POLAND (EKSTRAKLASA)

09. 2016 – 02.2017

### **SCOUT / ANALYST – PIAST GLIWICE**

2015 – 2016

### **HEAD OF SCOUTING AND TRANSFER COORDINATOR**

– ROZWÓJ KATOWICE – 2<sup>ND</sup> TIER IN POLAND (1. LIGA):

- + Built the scouting network from scratch.
- + Implementation of know-how in the sport department.

2013 – 2015

### **FOOTBALL ANALYST, SCOUT – FREELANCER:**

- + Advisory analytics (quantitative and qualitative analysis) and scouting for fellow pro-coaches working in clubs in Poland (1<sup>st</sup> to 4<sup>th</sup> tier).

2009 - 2016

### **ENTREPRENEUR** – OLIMP Real Estate Services owner:

- + Successful restructuring of the collapsing service company into the profitable business.
- + Built a real estate investment portfolio beginning from nothing.

2004 - 2008

### **REAL ESTATE MARKET ANALYST** – LENTE Real Estate Valuation (Gliwice):

- + Financial analysis, due diligence of real estate investments, etc.
- + Maintaining of relationships with major customers (banks, local authorities, factories, etc.)

2004

**CRAF** (Lievin, France) – apprenticeship in the French Football Association centre of excellence.

2002 - 2003

### **STATISTICIAN** – PROFESSIONALISM IN POLISH FOOTBALL Company owner:

- + Built a first ever notational system covering Polish Ekstraklasa along with a reporting software - prepared to be sold to clubs.
- + Made contact with every 1st tier club's head coach or executive in Poland.

2000 - 2002

### **FINANCE DEPARTMENT ASSISTANT** – OPEL POLAND Factory (Gliwice):

- + Learned an international corporate culture along with a possibility to cooperate with best finance specialists from all over Europe (new factory).
- + Attracted interest of executives thanks to the dedication and unique abilities followed by two independent job proposals (2002 and 2004) – rejected due to the incompatibility with long-term personal goals (football professional).

## EDUCATION

2018

**ENGLISH CLUBS** – educational visits in **MANCHESTER CITY CAMPUS** (including among others City's data analyst, scout and reserve team manager 1 on 1 appointments) and **LIVERPOOL'S 'THE ACADEMY'**

- 2017 **DOUBLE PASS „MASTER CLASS”** – 3-month long course for Sporting Directors organised by Ekstraklasa in conjunction with Double Pass (Brussels).
- 2016 **PRO FOOTBALL TOMASZ PASIECZNY** (Arsenal London, Warsaw) – an advanced football scouting course.
- 2016 **PROFESSIONAL FOOTBALL SCOUTS ASSOCIATION** – Level 1 course.
- 2015 **INTERNATIONAL PROFESSIONAL SCOUTING ORGANISATION** (Wrocław) – scouting course conducted by Colin Chambers (former EPL scout), Steve Staunton (former Ireland NT Head Coach).
- 2015 **SCOUTS FOR FOOTBALL** (Gliwice) – scouting course conducted by Artur Płatek (Borussia Dortmund), Tomasz Wałdoch (Schalke 04 Gelsenkirchen).
- 2015 **PRO FOOTBALL TOMASZ PASIECZNY** (Arsenal London, Warsaw) – advanced football scouting course.
- 2015 **LMA SCHOOL OF FOOTBALL MANAGEMENT** in conjunction with PROZONE – a 6-month course 'Evaluating Performance' – analytics in football.
- 2015 **POLISH FOOTBALL ASSOCIATION** – UEFA B.
- 2015 **UNIVERSITY OF CANBERRA** – SPORT INFORMATICS & ANALYTICS online programme.
- 2014 **PRO FOOTBALL TOMASZ PASIECZNY** (Cracow) – a football scouting course.
- 2014 **MANAGEMENT & COACHING ACADEMY** (Wrocław) – Talent in Sport – the Identification and Development course.
- 2014 **PRO FOOTBALL TOMASZ PASIECZNY** (Cracow) – Sports Law course.
- 2002 - 2005 **UNIVERSITY OF PHYSICAL EDUCATION** (Katowice) – **BSc in Management and Marketing in Sport**, 3-year full-time studies.
- 1999 - 2004 **UNIVERSITY OF ECONOMICS** (Katowice) – **MSc in Finance and Investments** – 5-year full-time studies.
- 2003 **UNIVERSITY OF PHYSICAL EDUCATION** (Katowice) – UEFA C equivalent license.
- 2001 **POLISH FOOTBALL ASSOCIATION** – football referee.

## ACHIEVEMENTS

2018 – 2019

### **As Sporting Director for Raków Częstochowa (2<sup>nd</sup> tier):**

- contracted to achieve the 2-year goal of promotion to top flight (Ekstraklasa)
- during the very first transfer window I built the team (as vast majority of first team players were from my recommendation) that already **in the first season totally dominated the league** (secured the promotion to top division 4 weeks before the season's end) and performed magnificently in Polish Cup (eliminating among others both **Lech Poznań** and **Legia Warsaw**, lost finally in the semi-final) and had an **incredible streak of 27 consecutive official games undefeated!**



2019 – Częstochowa celebrates Raków's promotion to Ekstraklasa after 21 years

2017

- **scouted, recommended and signed 10 players:** [Michał Gliwa](#), [Petr Schwarz](#), [Sebastian Musiolik](#), [Arkadiusz Kasperkiewicz](#), [Marcin Listkowski](#), [Patryk Kun](#), [Daniel Bartł](#), [Jakub Apolinarski](#), [Chidiebere Nwakali](#) and [Patrick Friday Eze](#) – all of them apart from Nigerians were decided by the club to stay for the coming season in Ekstraklasa (1<sup>st</sup> tier) although they were contracted for 2<sup>nd</sup> tier only...

- resigned from cooperation with the club due to:

- discrepant visions of the development of the club against the owner
- lack of investment in sporting department and no willingness to invest in modern analytics tools and scouting network
- lack of investment in other departments of the club
- delays with the stadium redevelopment, risk of being not licenced for the top flight for next season, etc.

### **As Sporting Director for Piast Gliwice (1<sup>st</sup> tier):**

- **helped the club to survive the critical moment** (both financially and from a sporting perspective):

- the **club avoided relegation** - from 16<sup>th</sup> position (last one in the league) while appointed, to 10<sup>th</sup> position at the end of the season 2016/2017
- during only one summer transfer window I generated **players' sales profit more than two times higher than summarised profits of the club during 10 (sic!) previous transfer windows**, which along with the wages limitations accounted for **more than 25% of the club's yearly budget** and built the surplus exploited by my successors
- initialized extensive restructuring of the club's sporting department, including hiring 8 new specialists in different fields (apart from 1 headhunted by another club, all of them work in the club until now),

- **without any money on transfer fees** (0 PLN) scouted and **contracted for the club:**

- [Joel Valencia](#) (b. 1995, from FC Koper - team relegated from Slovenian 1<sup>st</sup> tier, salary budget and expected role: rotation player, contract: 1+3 club only option) – has been awarded with the **Best Player of the Season 2018/2019 in Poland Award** lately, **sold to Brentford for more than €2,000,000:**



**2017** – Valencia signed for free **2019** – Player of the Season, €2M move to Brentford

- [Martin Konczkowski](#) (b. 1993, from Ruch Chorzów – team relegated from Polish 1<sup>st</sup> tier, salary budget and expected role: rotation player, contract: 3+2 club only option, in 2018/2019 nominated to the player of the month trophy twice, 8 assists),

- initialization and finalisation of extension of the contract with more than a year ahead its conclusion with [Radosław Murawski](#) (new contract: 4 years), afterwards he was sold to **Palermo SC** for nice money thanks to the extension,

- initialization and finalisation of signing 5-year contract with [Patryk Dzikczek](#) from Reserve Team (contract: 3+2 club only option, now starting eleven player for Poland U21 National Team) – after the sale of Murawski there was **the place in the team left for Dzikczek (no player signed for this position)** – has been awarded the **Young Player of the Season 2018/2019 Award** lately and **sold to Lazio Rome** for €2M soon after that.



**2017** – 5-year contract for Dzikczek



**2019** – Young Player of the Season, €2M move to Lazio



2015 - 2016

Expert co-commentator of curling world championships in **POLISH PUBLIC SPORT CHANNEL (TVP SPORT)** and **EUROSPORT POLAND**.

2014

**16TH POSITION** (out of 32 teams) **IN MIXED DOUBLES CURLING WORLD CHAMPIONSHIPS** (Dumfries, Scotland).

2014

**PRESIDENT OF BNI SILESIA** (1 term of office) – business owners cooperation group based in Katowice.

2009

**LOST BY 1 VOTE THE VOTING FOR THE POSITION OF PRESIDENT OF POLISH CURLING ASSOCIATION** – lost against celebrity sport commentator Marek Józwiak

2008

**WOMEN CURLING POLAND CHAMPIONSHIP** – as coach of team RKC Ruda Śl.

2007

**ORGANISED CURLING BALTIC CUP IN GLIWICE** – best curling tournament in Polish history – attended by Winter Olympics medalists.

2005

**MEN CURLING POLAND CHAMPIONSHIP** – as member of team RKC Ruda Śl.

2003

**DEVELOPED HISTORICALLY FIRST STATISTICAL (NOTATIONAL) SYSTEM OF FOOTBALL MATCHES FOR POLISH EKSTRAKLASA**.

2002

**BEST RESULT AMONG MORE THAN 1000 CANDIDATES** – during the entrance examinations at the University of Physical Education in Katowice.

2001

**MUSIC HIGH SCHOOL IN CHORZÓW GRADUATION** – exemplary (highest possible) grade at diploma examination.

1998

**UNOFFICIAL WORLD CHAMPIONSHIP IN SPORT BRIDGE IN SCHOOLS CATEGORY** – Lille, France.

1995 - 1998

**4-TIME POLISH CHAMPION IN SPORT BRIDGE IN JUNIORS CATEGORY** – 4-year long spell as a member of Junior National Polish Teams.

**Exceptional analytical thinking skills.**

Highly developed interpersonal skills (building and maintaining relationships, conflict solving, self-presentation, etc.).

Honesty, hard-working, loyalty. High psychological awareness.

**Very good understanding of football, able to look at the game from diverse perspectives (player, coach, referee, scout, analyst, statistician, sporting director).**

Knowledge of football leagues and markets in the region of Central Europe: Poland, Czech Republic, Slovakia, Austria, Croatia, Slovenia, Hungary, Germany, occasionally Scandinavia and the UK.

**Repeatedly confirmed skill of proper assessment of player's potential articulated before other observers** – scouted and recommended to contract in higher leagues many players, among others below mentioned players while playing:

- for junior local team – [Szymon Żurkowski](#) (sold for appr. €4M to Fiorentina lately),
- with amateur status – [Filip Panak](#) (sold for appr. €0.8M to Sparta Praha lately),
- for Kilmarnock – available for €150,000 (transfer blocked by executives of Piast Gliwice) – [Greg Taylor](#) (recently sold to Celtic for appr. €2.5M)



**2017** – close to sign Taylor for €150,000 (blocked by Piast itself) **2019** – sold for Celtic (~€2.5M)

- Czech 2<sup>nd</sup> tier – [Ladislav Krejci](#) (Sparta Prague now)
- in Polish 4<sup>th</sup> tier – [Patryk Lipski](#), [Kamil Mazek](#), [Jakub Apolinarski](#) (all 1<sup>st</sup> tier then),
- in 3<sup>rd</sup> tier – [Jakub Żubrowski](#), [Łukasz Wolsztyński](#), [Sebastian Musiolik](#) (all in 1<sup>st</sup> tier now), and many others...

Know-how in state-of-the-art scouting and football analytics tools and techniques.

Knowledge and skill of creating effective processes in organisations of different size.

**Advanced computer user** (touch typing appr. 320 CPM), MS Office including macros and VBA, SAP R/3, InStat, WyScout, Scout7, LongoMatch, SportsCode, OptaPro, basic webbuilding and webscraping skills, teamwork tools like Kanban Tool, Asana, MeisterTask, etc.

**Language skills:** English (advanced), German (intermediate), Czech (intermediate), Norwegian (beginner).

Clear driving licence since 1997.

## FUTURE PLANS

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- + Looking for a possibility to establish a long-term cooperation with a stable and ambitious club from abroad as a senior scout in Europe.
- + Ready to help in football club acquisition process in Poland – if needed available for a Sporting Director position in the project, even in a lower division (if there is a realistic plan to become the top-5 club in Poland).
- + Permanent job in a football club in English speaking environment.