



Hicham Fathallah

Bridging Data Intelligence and Tactical Reality in Modern Football Recruitment.

SQL EXPERT

SCOUT



Data Analyst

Expert in SQL and enterprise-level data governance (Dell Technologies), ensuring data integrity in player metrics.



Football Expert

360-degree scouting specialist focusing on system-fit, tactical movement, youth talent development, and North African talent pools.



Dedicated Professional

Balanced approach to excellence, values-driven career, and a commitment to long-term recruitment success.

Executive Professional Profile

This section introduces the unique intersection of my professional experience. My background in high-level data governance at Dell Technologies provides a foundation for rigorous scouting methodologies that most traditional scouts lack. This portfolio is designed to demonstrate how I translate complex statistics into boardroom-ready recruitment dossiers.

Recruitment Philosophy Mix

I leverage a 40/40/20 split between raw data, tactical video, and market context to ensure every player recommendation is supported by multiple evidence layers.



■ Technical Player Data ■ Tactical Video Analysis ■ Contextual Insights

1

Data Governance

Data governance sits between general, raw data and scouting output, defining how data is sourced, validated, and kept consistent before it informs a recruitment call. Applied to scouting, it means every stat is traceable and every report is built on data a club can trust.

2

Advanced Data Engine

Proficiency in SQL allows for custom data extraction and filtering beyond standard scouting platform interfaces.

3

Regional Expertise

Specialized focus on Botola Pro and North African leagues, identifying undervalued talent for European markets.

Core Scouting Pillars

Effective recruitment is built on consistency. My workflow follows three non-negotiable pillars to minimize the risk of investment for professional clubs.

Technical Validation

"Does the data match the player's output in the tactical view?"

Data Rigor



Tactical IQ



Reporting



Market Fit



Market Feasibility

Analysis of contract status, age-curves, and financial valuation relative to squad budgets.

Executive Reporting

Clear, bilingual dossiers (English/French) that allow for immediate internal club alignment.

Contact & Recruitment Inquiries

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LOCATION

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