

William Freitag

Career Report Assignment

11/28/22

### **Introduction (2 points)**

♣ Paul Dolbey, Director of Soccer Sports Management Worldwide,  
Interviewed on November 28, 2022.

I interviewed Mr. Dolbey because I saw he was the director of the soccer portion of a sports management agency, so this assured me he had credible experience in both sports management and the sports agent field.

**♣ The individual's history in the and at the agency. (Years of service, degree, career history, etc.**

Mr. Dolbey had an interesting educational path as he attended Auburn University and finished at Montana University with his Bachelor's Degree in the Criminal Justice field. He ended up being a homicide detective for 14 years before he chased his true passion which was working in soccer.

Mr. Dolbey has worked at Sports Management Worldwide since 2019, and chose this agency because during his time in law enforcement he was able to get to know the owner and worked soccer on the side where he fell in love with the business side of it and has been there ever since.

### **Mission//Purpose of the Agency/Department (1 points)**

While Sports Management Worldwide does not have a specific mission statement, Mr. Dolbey was able to help me understand the purpose of the agency. Firstly, the agency provides sports agents in countless different sports such as Football, Soccer, Basketball, Hockey, Cricket, etc. Secondly, the agency provides credited courses in all areas of sports management that can count towards your degree for those who want to learn the business or are interested and want to see what its all about.

### **Clientele Served (3 points)**

- ♣ **Who are the clients served at this agency?**
- ♣ **What the ages of the clients?**
- ♣ **Are there membership requirements?**
- ♣ **From what geographic location do the customers come to participate in the**

## **programs and services offered by the agency?**

### **♣ Are there other qualifying demographic characteristics (ex. gender)?**

Aside from those taking the credited courses provided by the agency, the primary clients served at the agency are athletes looking for an agent in their respective sport.

While Mr. Dolbey mentioned he is always keeping his eye out for the next “teen prodigy” in soccer, he tends to mainly work with clients between the ages of 18 and 23. This is because FIFA has many more rules and regulations associated with working with minors.

While Mr. Dolbey does not have requirements in order for him to represent a client, he does look at certain characteristics of the player which he called the “Four Pillars”. He obviously focuses on athletic ability and technical ability, but he also strongly focuses on mindset and lifestyle. Mindset is very important as he is able to understand how the player deals with adversity, and find out if there is more behind the scenes as to why the player may be a free agent.

Mr. Dolbey mentioned that he works with players from Europe, US, and Canada.

### **Services and Programs Provided (1 points)**

- ♣ **What programs and services does the agency provide?**
- ♣ **Are there specific facilities required to provide those services?**

Like I previously stated, the agencies main services are having agents in sports for athletes looking to find a new team.

They also provide these credited courses that can help those interested in learning about sports management or seeing what it is about.

### **Staffing (1 points)**

- ♣ **How many staff work at this agency?**
- ♣ **How many staff are in the recreation department?**
- ♣ **How many are full-time? Part-time? Do they use seasonal employees or volunteers?**

Mr. Dolbey says they have somewhere around 50 agents that work within the agency, along with the two owners and directors for each sport. Most of these people are contracted employees who are not working directly as paid employees for the company.

### **Funding Source(s) (1 point)**

♣ **Where does the agency get its money to pay staff and maintain the programs, services, and facilities?**

Sports Management Worldwide as they get most of its money from the credited courses the agency provides. This provides a steady source of income that allows the agency to pay whoever they need to.

For agencies that do not sell these types of courses, they only make money from what their client makes which is a tough way to go.

### **Professional Issues (1 points)**

♣ **What challenges, excitements, etc. does the professional identify in the field of RPTM?**

The main challenges Mr. Dolbey faces is the amount of multitasking he does. He made it clear that if you are someone that cannot handle many things throughout the day you will not make it as a sports agent. For example, you might have to recruit a client, talk to that client, talk to teams, and negotiate a contract all in the same day.

Mr. Dolbey also simply stated that the most exciting aspect of being a soccer agent is being able to do something he has had a passion for his whole life. He grew up playing soccer and has loved it his whole life. Being a soccer agent keeps him close to the sport he has a great passion for.

Furthermore, when I asked Mr. Dolbey what his greatest achievement thus far has been he said the fact that Sports Management Worldwide promoted him to their Director of Soccer in such a short period of time. This move showed they trusted him and recognized his skills.

I also asked Mr. Dolbey how he measures success as a soccer agent. He started off by saying your only as good as your client. You can measure it off the type of people you recruit and the level of club you sign them to, but it can also be measured by what his clients say about him and how they are viewed by the rest of the soccer community.

## Thank You Letter

