

RECRUITMENT SHORTLIST

Player Identification & Evaluation

METHODOLOGY

The player pool was initially filtered through Transfermarkt using criteria based on age, market value, position and league.

The initial parameters were:

Age: U24 **Market Value:** ≤ €500K **League:** Outside Europe's top five leagues

Due to the lack of access to professional scouting platforms such as Wyscout and InStat, player evaluation was conducted primarily through publicly available match footage on YouTube.

Development potential was also considered during the selection process. Players with international experience were prioritised, while significant injury histories were considered a negative factor.

Objective

The objective of the exercise was to identify young, financially accessible players with the technical, physical and tactical profiles required to potentially develop into higher-level players and generate future sporting or financial value.

JULIAN MARTINEZ

FC Alverca | Centre-Back | 22



Player Profile

A modern, ball-playing centre-back who is comfortable contributing to build-up and progressing play from defensive areas. Martinez combines good athletic qualities with confidence in 1v1 situations and the ability to use his physical profile effectively.

Key Strengths

- Quality first pass
- Good acceleration and recovery pace
- Confidence in 1v1 defensive situations
- Strong balance and use of his body
- International experience
- Significant senior playing experience — approximately 8,000 minutes

Areas for Development

- Can take unnecessary risks defensively
- Potential positional errors

Recruitment Fit

Martinez fits the profile of a modern ball-playing centre-back, combining technical ability, athleticism and experience. His profile also offers potential for future development and resale value.

Projected Value

€2–4M following a move to a more competitive league.

SAMULI MIETTINEN

NK Istra 1961 | Centre-Back | 21



Player Profile

A physically dominant centre-back who combines strength and aerial ability with good pace and mature decision-making. Miettinen is also comfortable contributing to build-up and progressing the ball from the defensive line.

Key Strengths

- Physical dominance
- Composure under pressure
- Strong tackling ability
- Aerial ability
- Ball progression
- Wide passing range
- Significant senior experience - approximately 12,400 minutes by age 21

Areas for Development

- Limited attacking creativity
- Not particularly explosive over short distances

Recruitment Fit

Miettinen profiles as a reliable first-team option with a strong physical base and further room for development. His combination of experience, defensive reliability and ball-playing ability makes him a potentially suitable option for a team looking for an immediate contributor with future upside.

Projected Value

€2–3M, with potential to progress into stronger Scandinavian or Central European leagues.

KIRILL GOMANOV

ML Vitebsk | Centre-Back | 21



Player Profile

An intelligent centre-back with a strong emphasis on distribution and progressing play from deep areas. Gomanov demonstrates good vision and an ability to initiate attacks through his passing range.

Key Strengths

- High-quality long-range passing
- Good vision and game reading
- Strong tackling
- Effective interceptions
- Good pace relative to his physical profile
- Consistent international experience at U21 level

Area for Development

- Lacks elite explosiveness

Recruitment Fit

Gomanov is well suited to a team that builds play through its centre-backs. His passing range and ability to recognise opportunities from deep provide additional attacking variety and make him a potentially valuable option in a possession-oriented structure.

Projected Value

€2–4M

ILIAS BOUMASSAOUDI

FC Den Bosch | LW / Attacking Midfielder | 21



Player Profile

A dynamic inverted winger with a low centre of gravity and strong final-third qualities. Boumassaoudi is comfortable operating between the lines and can create and finish attacks after moving inside from the left.

Key Strengths

- High speed and explosiveness
- Strong close-control dribbling
- Effective movement inside with the ball
- Ability to create through crosses and cut-backs
- Finds space effectively between the lines
- Strong goal-scoring instinct
- Positional versatility - capable of playing as a No. 10 or second striker

Area for Development

- Physical duels

Recruitment Fit

Boumassaoudi closely matches the profile of a right-footed left winger who attacks from the flank before moving inside to create or finish. His technical and athletic qualities provide a strong foundation for further development.

Projected Value

€2–4M following development in a more competitive environment.

OIVA JUKKOLA

Kairat Almaty | LW / Attacking Midfielder | 23



Player Profile

A creative attacking player with strong vision and a reliable shooting technique. Jukkola can operate on either flank and is effective when moving inside to influence the game centrally. *Mostly played on artificial turf his whole life, both in Finland and now Kazakhstan.

Key Strengths

- Strong pace, including over longer distances
- Good decision-making
- Excellent spatial awareness and through-ball ability
- Effective in transition
- Quality finishing, including shots into the far corner
- Positional versatility - approximately 58 matches as a right winger, 43 as a left winger and 17 as a forward
- Significant senior experience — approximately 12,900 minutes

Areas for Development

- Relatively straightforward dribbling style
- Limited experience against low defensive blocks

Recruitment Fit

Jukkola fits the profile of an inverted winger who can move inside and provide a goal threat. His experience and positional versatility make him a more ready-made option, while his attacking qualities provide potential for a move to a stronger European league.

Projected Value

€2–3.5M, with potential to progress into a stronger European league.