



# STEPHEN CONSTANTINE MSc.

## SPORTING DIRECTOR & UEFA PRO LICENCE HOLDER

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I am an innovative, ambitious and motivated UEFA Pro Licenced Head Coach and FIFA Elite Coaching Panel Member who is keen to utilise the extensive knowledge I have amassed at an elite level in football to progress into a Sporting Director role.

Having managed seven national teams and coached on four continents I have accumulated experience within high performance sports leadership roles and working with elite football players, coaches, technical and multidisciplinary staff.

During my illustrious coaching career, I have demonstrated a proficiency in the design of performance programmes and I am adept at implementing creative change strategies to deliver on-field success at domestic club level and also on the international stage; I am also proficient in the financial management of playing and coaching budgets.

### COACHING EXPERIENCE



FIFA



• University of East London/VSI Executive  
Education: MSc. Sports Directorship,  
Feb 2025

• UEFA Pro Licence (2004)  
• FA Advanced Licence (1999)  
• US Soccer Federation A Licence (1996)

### SPORTING DIRECTOR TECHNICAL COMPETENCIES

**Elite Football Experience:** Throughout a career in elite professional football, both in the domestic game and at international level, I have accumulated a wealth of experience and knowledge within a high-performance sporting environment across many different football environments and cultures through roles in Cyprus, India, Greece, England, Sudan, Rwanda, Malawi and Nepal.

**High Performance Sports Leadership:** Over the course of my professional coaching career, I have amassed vast knowledge and experience managing and leading elite players and high-performance multidisciplinary staff. My methodology and philosophy have contributed to the development and progression of players, club teams and national associations.

**Programme Planning:** Proficient in the design and implementation of forward-thinking and creative technical and tactical performance programmes which have contributed to tangible on-field success at various clubs across the globe and also on the international stage. Nepal won the Silver Medal in the South Asian Football Federation Championship, India won the 2018 Intercontinental Cup, while Rwanda progressed from 135 in the FIFA World Rankings to an all-time high of 64.

**Financial Management:** Within the various Head Coach roles I have demonstrated the ability to prudently manage the players and coaching staff budget to ensure the club get value for money within player and coach recruitment to enable on-field progression within their financial means.

**Communication:** I utilise strong interpersonal skills to facilitate an effective line of communication between club owners, board members and club or national association colleagues, as well as players and coaching staff.

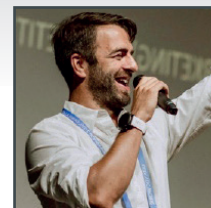
**Football Analytics:** Utilise football analysis software and expertise to study training, games and opposition to identify areas of strengths and areas of improvement, provide structured feedback to further develop and support players.

**Club Infrastructure:** My role as a Head Coach was not limited to the playing side but I would use my experience to build the infrastructure of the club, including the establishment of key departments to enable their progression.

**Talent Identification & Contact Network:** Having worked in elite football across the globe I have cultivated an extensive and impressive contact network within the game; players, coaches, managers, CEOs, and player representatives which can be utilised to enhance talent identification and the recruitment processes within a club. My know-how can be tapped into to strengthen a recruitment drive which will ultimately contribute to on-field success.

**Professional Development:** Despite having accumulated vast experience within elite football, I know that you are always learning and developing within the game and the knowledge you amass never stops. Currently I am in the process of attaining a Master's Degree in Sports Directorship from VSI Executive Education.

*"Stephen is a knowledgeable professional with vast experience in organizing and structuring both clubs and national teams in the area of technical football leadership. He deeply understands the process of growing, developing and finding talent at academy and first-team level. Due to his vast experience of working in different continents and cultures, he is a very strong communicator, and is able to deliver results by working with any resources available to him. He has shown an innate ability to understand and connect with the people around him with empathetic and genuine interest in their roles as it pertains to his role as the Sporting Director at Pafos FC. Although he was only in this role for a short period of time before being appointed Head Coach, he showed enough understanding in the role to suggest that he has everything he needs to be successful. His attention to detail is very impressive and his commitment to the job and those he is working with is that of leader, always has time to help others and nothing is too much trouble." - Pavel Gognidze: CEO, Aris FC*



*"I have known Stephen for years, initially through my role as Technical Director of the English FA, taking an interest in his career and progress as an English Coach working abroad. I was really impressed with his progress, his open mindedness and willingness to work and improve. Stephen has shown amazing flexibility in working in a number of roles in a number of countries and always being able to adapt to new teams, challenges and cultures. I would not hesitate to recommend him for a role and would back him to succeed in any situation." - Dan Ashworth: Sporting Director, Manchester United FC*



## INTERNATIONAL MANAGERIAL EXPERIENCE

• Pakistan National Team	Head Coach	2023 - 2025
• India National Team	Head Coach	2015 - 2019
• Rwanda National Team	Head Coach	2014 - 2015
• Sudan National Team	Head Coach	2009 - 2010
• Malawi National Team	Head Coach	2007 - 2008
• India National Team	Head Coach	2002 - 2005
• Nepal National Team	Head Coach	1999 - 2001



### Pakistan National Team

- ✓ Led Pakistan to an historic victory and their first ever win in the World Cup Qualifiers after 75 years



### India 2015 - 2019 Tenure

- ✓ Took charge in 2015 when India was at its lowest-ever FIFA ranking (173)
- ✓ Engineered a remarkable climb to 96th ranking, a 77-place rise, India's best in over three decades
- ✓ Led India to a 14-match unbeaten streak and qualification for the 2019 AFC Asian Cup in 2018/19
- ✓ Reached the 2019 AFC Asian Cup group stage, achieving India's first win at the tournament since 1964
- ✓ 2018 South Asian Championship Silver medallists, utilising the U23 team
- ✓ 2017 Tri-Nation Tournament champions
- ✓ 2016 awarded Best Developing Football Nation in Asia
- ✓ 2015 South Asian Championship winners
- ✓ Developed key players who became national team regulars, credited with rebuilding the team's competitiveness and international presence

### India 2002 - 2005 Tenure

- ✓ Led India to win the 2002 LG Cup in Vietnam, their first overseas tournament win in 28 years
- ✓ Reached the 2003 SAFF Championship final
- ✓ Won silver at the 2004 Afro-Asian Games
- ✓ Helped lay the foundation for long-term development within the All-India Football Federation (AIFF)
- ✓ Earned widespread respect for rebuilding confidence in Indian football
- ✓ Introduced a modern structure and professionalism to the national setup



### Rwanda National Team

- ✓ 2014/15 progressed to African Nations Cup qualifiers and led Rwanda from 135 to historic high of 64 in FIFA World Rankings



### Nepal National Team

- ✓ Silver Medal winners in the South Asian Football Federation Championships

## CLUB MANAGERIAL & COACHING EXPERIENCE

• East Bengal FC, India	Head Coach	2022 - 2023
• Pafos FC, Cyprus	Sporting Director & Head Coach	2021 - 2021
• Apollon FC, Greece	Assistant Manager	2013 - 2014
• Ethnikos, Cyprus	Head Coach	2012 - 2013
• Nea Salamina FC, Cyprus	Head Coach	2010 - 2012
• APEP FC, Cyprus	Head Coach	2010 - 2010
• Millwall FC	First Team Coach	2005 - 2006
• AFC Bournemouth	Academy Coach	2000 - 2001



### Key Achievements

- ✓ **East Bengal Club:** Most wins in a season (6); most goals scored (21); highest points total (19); Cleiton Silva was joint top scorer (12 goals); Mahesh Naorem earned his first India call-up, the club's first national team selection since 2019
- ✓ **Pafos FC:** Highest points tally in top division history, winning eight games out of my first 13, after only winning one out of the previous 12
- ✓ **Ethnikos FC:** Retained top flight status in the Cypriot Premier League
- ✓ **Nea Salamina FC:** Guided the club to promotion to the Cypriot Premier League and then to a fifth place finish the following season

## INDIVIDUAL AWARDS

- ✓ 2024 Stelios Kyriakides Award, Cyprus Sports Writers Association, for representing Cypriot football abroad, attended by the President of Cyprus, Mr Nicos Christodoulides
- ✓ 2018 named Coach of the Year by Sports Illustrated India
- ✓ 2018 nominated for Coach of the Year by TOI India
- ✓ 2017 Coach of the Year Cypriot Coach Abroad
- ✓ 2016 named Best English Manager Abroad
- ✓ 2003 named Coach of the Month by the AFC
- ✓ 2002 received Order of Knighthood from the King of Nepal

## COACH EDUCATION

• FIFA	Elite Coaching Panel Member/ Coach Instructor	2000 - 2023
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"Stephen is a highly experienced and a very professional man manager with deep knowledge of the game having worked on different continents. In Indian football, the men's national team won numerous titles and rose significantly in the FIFA world rankings during his tenure as India's Head Coach. What is not seen are the tireless hours he puts into making things happen off the field. He was the first Coach to introduce the GPS system in India, he set up the National teams Medical & Rehabilitation Programme and our National Scouting Department, where he delivered sessions to potential scouts himself. Discipline, dedication and hard-work mark Stephen's approach and he demands the same from everyone involved with the team he manages." - **Abhishek Yadav: Former Dy. General Secretary, All India Football Federation**