



# STEPHEN CONSTANTINE MSc.

## UEFA PRO LICENCE HOLDER & FIFA INSTRUCTOR

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Innovative, creative, dedicated and highly motivated UEFA Pro Licence Head Coach and FIFA Elite Coaching Panel Member, who has worked with football's governing body for the past 23-years, and has accumulated substantial international experience; having managed seven national teams and coached on four continents.

Proven winner with a clear and defined coaching methodology and philosophy, who utilises a holistic approach to coaching which has contributed to significant on-field successes at club and international level during illustrious managerial career.

Proactive professional who has helped to shape football across the globe through role with FIFA and who embraces modern coaching methods and working with multidisciplinary staff to further football operations at club or international level.

### COACHING QUALIFICATIONS

- 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)



### 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



"I have known Stephen for a number of years, initially through my role as Technical Director of the English FA, taking an interest in his career as an English Coach working abroad. I was 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: Former Sporting Director Manchester United FC and Newcastle United FC**

## 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



### Overview of Managerial & Coaching Responsibilities

- Displayed discipline, strong work ethic and attention to detail to create a highly efficient learning environment for players
- Utilised innovative and inventive coaching methods to develop exciting and attack minded styles of play
- Planned, prepared and implemented technical and tactical coaching sessions for first team squad
- Ensured there was a pathway for player progression from academy systems to the first team environment
- Contributed to player development process through tried and trusted coaching methods and work on the training pitch
- Utilised communication and man management skillset to enable players to perform at their optimum level
- Conducted rigorous due diligence towards player acquisition to enhance player recruitment and talent identification process
- Proven ability to enhance on-field performance of teams regardless of playing budget available

### 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

- ✓ 2023 awarded Manager of the Week three times at East Bengal FC
- ✓ 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
- ✓ Nominated for Coach of the Year by TOI India twice
- ✓ 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
- Helped shape football governing body FIFA's coaching philosophy as member of Elite Coaching Panel
- As a Coach Instructor, worked in conjunction with national associations to implement tailored coaching programmes
- Work edwith coaches to enhance their development and therefore the development of football within their country



## PROFESSIONAL ENDORSEMENTS



*"Stephen is one of few managers I've worked with who possesses both emotional intelligence and intelligence of the game, taking the time to understand his players as people, always wanting to learn and improve himself and his team, whilst preparing us for games. He works to impeccable standards in training and ensures the team always comes first. He gets the best out of all of his players; he cares for his players. We are still in close contact and he has been integral with my coaching journey."* - **Julian Gray: Former professional football player**



*"Steve is a fantastic professional. He is extremely hard working, knowledgeable and open minded to new ideas and ways of working. He has an excellent ability to pay attention to the right details, and is able to articulate his thinking in an impactful and visionary way. Having enjoyed being coached by Steve, I can state with confidence his work is of the highest level, he commands the respect of both his peers and players, all whilst being a first class human being. I believe Steve would thrive in a range of different roles within any professional football club."* - **David Livermore: Assistant Manager, Gillingham FC**



*"Stephen's knowledge and experience are recognised worldwide. As an International Coach he has immersed himself in an incredible variety of cultures and changed the lives of so many players around the world. As a club coach he has taken on some really difficult roles but has left every one of them better off for his contribution than when he started. His tribulations as an assistant coach have shaped his own man management skills and by learning to manage upwards successfully, he has become highly effective as a leader and mentor. These attributes have also seen Stephen contribute to the worldwide game through his roles as an Educator with various Confederations and FIFA. Many coaches have benefitted through the vast experience he can tap into. There can be no doubt about his technical qualities as a coach, educator and leader."* - **Les Reed: 1st Vice Chair, UEFA Development & Assistance Committee and Vice-Chairman, Southampton FC**



*"FIFA's mission is to develop football worldwide and to assist member associations according to their specific needs and challenges. In order to achieve this goal, FIFA needs a tailor-made approach that can only be implemented thanks to technical experts like Stephen. His commitment and dedication to our sport is exemplary. He is one of those precious experts who brings our philosophy to the pitch and convert it into reality. Stephen is a highly skilled, knowledgeable, experienced and professional football enthusiast who contributes to the development of our sport across the globe."* - **Gianni Infantino: President, FIFA**