



OVERSEAS RECRUITMENT FRAMEWORK

3-YEAR PROGRESSION PATHWAY

MLS Academy → MLS Next Pro → First Team

TARGET: OVERSEAS RECRUITS

ENTRY: MLS ACADEMY / NEXT PRO

EXIT: MLS FIRST TEAM READY



YEAR 01 – FOUNDATION

ARRIVAL, ACCLIMATIZATION & ACADEMY INTEGRATION

01

—PLACEMENT & STRUCTURE

- Sign to MLS Academy; immediate transition into MLS Next Pro (Second Team) environment
- Placed on Second Team depth chart with defined role and minutes target
- Formally registered on First Team depth chart for long-range visibility and planning
- Training access with Second Team from day one; First Team sessions dependent on performance and coaching staff discretion

—OFF-PITCH INTEGRATION

- Dedicated cultural and language support program (ESL if required)
- Housing, relocation and welfare package arranged prior to arrival
- Player assigned a mentor — senior academy or Second Team figure
- Monthly check-ins with technical director and player welfare officer

—PERFORMANCE BENCHMARKS

- Minimum appearance target set at start of season (e.g. 60–70% of available MLS Next Pro minutes)
- Mid-season review at matchday 10–12: assess physical adaptation, tactical understanding, positional output
- End-of-season full technical, physical and psychological evaluation
- Potential for First Team squad involvement in low-stakes fixtures (Open Cup, pre-season) if trajectory is strong

—VISA & ROSTER COMPLIANCE

- P-1 / O-1 visa pathway confirmed pre-arrival; legal counsel engaged
- MLS roster slot and homegrown player eligibility assessed and filed
- Work permit documentation maintained and reviewed quarterly

↗ END-OF-YEAR DECISION GATE

✓ **STRONG PROGRESS**

Club activates +1 extension option. Begin confidential dialogue on long-term contract renegotiation. Player continues in current structure with elevated training access.

△ **NEEDS MORE TIME**

Activate extension as planned. No long-term deal yet. Reset benchmarks for Year 2 with clearly defined escalation criteria.

YEAR 02 — INTEGRATION



SECOND TEAM STARTER & FIRST TEAM ORBIT

02

—ON-PITCH TARGETS

- Expectation: regular starter in MLS Next Pro with leadership within unit
- Integrated into First Team training sessions on a consistent basis (2–3x per week minimum)
- MLS debut targeted — squad inclusion, substitute appearances or starts in cup competitions
- Player should demonstrate positional ownership and tactical adaptability to First Team system

—DEVELOPMENT FOCUS AREAS

- Tactical briefings aligned to First Team structure — shape, press triggers, set pieces
- Physical metrics benchmarked against First Team squad standards (sprint speeds, high-intensity runs, duels won)
- Video analysis sessions individualized by position coach
- Media and communication coaching for public-facing preparation

⚡END-OF-YEAR DECISION GATE — THREE PATHS

✓ PATH A — FIRST TEAM READY

Clear pathway to MLS roster. Extend contract (long-term deal if not already agreed). Transition to full First Team registration for Year 3.

🔄 PATH B — LOAN TO USL CHAMPIONSHIP

Pathway exists but needs senior minutes. Structure 1-year loan deal to USLC partner club with mandatory recall clause and performance checkpoints.

🏠 PATH C — OUTRIGHT SALE / MLS TRANSFER

If no realistic First Team pathway at current club, explore value-maximizing sale to another MLS destination with appropriate sell-on clause retained.

CONTRACT ACTION Assess whether long-term deal is in place. If not, negotiate before Year 3 commences. All loan/sale discussions governed by current contract terms.

YEAR 03 — ELEVATION



FIRST TEAM ESTABLISHED & MARKET VALUE ASSESSMENT

03

—FIRST TEAM STATUS

- Regardless of route (direct, loan return, or MLS transfer), player should be a full-time professional by Year 3
- Registered on active MLS or USLC first team roster — no more academy or reserve classification
- Target: consistent starter or high-impact rotation player with defined role in Head Coach's system
- Player contributes measurable output: goals, assists, defensive metrics, or PPDA depending on position

—CAREER TRAJECTORY PLANNING

- Formal 3-year career review with player, agent, and technical director
- International eligibility reviewed — U.S. Federation pathway (Green Card / naturalization) assessed if applicable
- Upward mobility options mapped: progression within MLS, move to higher-profile MLS club, or European return window
- Player positioned for continued growth curve — age should still allow 8–12 years of elite-level playing career ahead

— MARKET VALUE & NEXT CONTRACT CYCLE

- Independent valuation conducted using MLS transfer data, comparable player metrics (similar age, position, nationality)
- Review sell-on clauses, GAM/TAM designations, and Homegrown Player status to maximize club leverage and player value
- Set 3-year goals collaboratively: salary tier target, club ambition (Supporters' Shield / MLS Cup contender), lifestyle factors
- Begin negotiations for next multi-year contract — player should never enter the final year of a deal without clarity on future

◀ END-OF-YEAR 3 STRATEGIC OPTIONS

✦ EXTEND & LEAD

Commit long-term to current club. Transition from prospect to cornerstone asset. Potential for DP conversation if production warrants.

👉 VALUE SALE / UPWARD MOVE

Leverage 3 years of development into a higher-profile MLS move or European sale window. Club captures transfer fee; player captures career step.

🎯 TARGETED LOAN (SENIOR LEVEL)

If still developing at top level, structured senior loan (MLS ↔ Championship ↔ Liga MX partner) to accelerate competitive exposure.

CONTRACT DISCIPLINE

No player should exit Year 3 without a signed deal or an agreed transfer in principle. Ambiguity destroys value for both parties.

Y1

Sign → Academy → Next Pro
Adapt, prove, extension triggered

Y2

Second Team starter → First Team orbit
MLS debut possible. Three-path exit gate.

Y3

Full-time professional. Market assessed.
Next 3-year roadmap defined.